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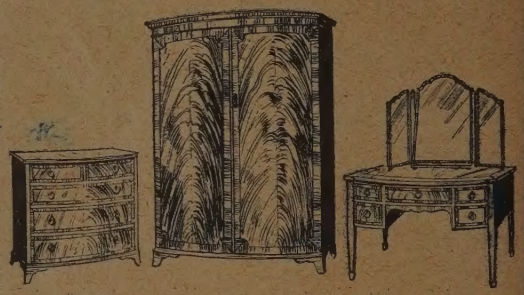

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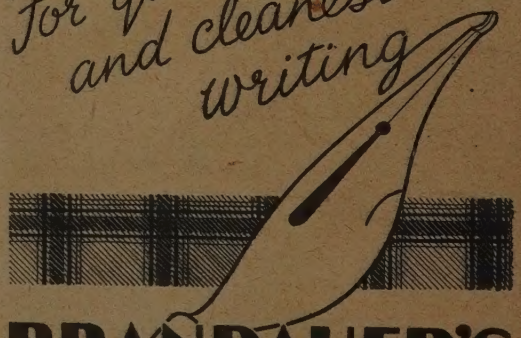

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Local Government SERVICE

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

APRIL, 1940 — No 4. Vol. XX

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NOTES AND COMMENTS

Whitsun Prospects

THAT the war and its problems will dominate the Whitsun delegate meeting is made clear by the preminary agenda we publish this month. Gone are those nicking amendments to rules, gone even those Utopian isions and idealistic dreams over which conferences f the past have wrangled through sunny afternoons hile the cheerful babble of holidaymakers floated in hrough the windows. Bread-and-butter is this year he keynote—bread-and-butter for the staffs on the home ront with—so far as N A L G O can provide it—a little ake for the men in the trenches.

The desire to grant free membership to N A L G O varriors seems to be strong and widespread, and with ive district committees backing it, the N.E.C. will have struggle to maintain the stand it has taken. It is nteresting to note, incidentally, that not one of the notions on this subject suggests how the Association's ncome is to be maintained. But, no doubt, the N.E.C. vill have ideas of its own on that point.

"Ginger Groups" Active

"GINGER" being much in the air just now, it is not surprising to find demands for more vigorous action on the two most immediate problems before us, war ervice pay and the cost-of-living bonus. But views seem o be divided on where the "ginger" is needed. On var service pay, the South demands action by the N.E.C. vhile Scotland wants to stir branches and districts into ivelier motion. A similar conflict is evident on cost of iving, Scotland again favouring local vigour, South Wales (apparently not content that N A L G O is, so far, he first and only organisation of public servants to get ny bonus decision for its members) calling for greater nergy and determination by the national directorate. Here is material for a pretty debate. We note with nterest, incidentally, that the South Eastern district eems to have been reading Dr. Sykes.

Women's Equality

UNIFORMITY, too, is fashionable and has its advocates. The Metropolitan district, in a motion which should evoke a provocative discussion, seeks to achieve closer co-ordination of action by branches, while South Wales urges the pursuit of compulsory Whitleyism with unabated zeal. Both objects, we fancy, will find strong support on the platform—as will the Metropolitan motion calling for adequate allowances for officers injured while engaged in civil defence work.

It is some time since a N A L G O conference debated feminine equality, and it is to be hoped that Scotland's motion this time will be discussed without the facetiousness which seems to overcome delegates whenever women are mentioned.

No Conference would be complete without a spot of N.E.C.-baiting, and the motions from the North-East deprecating the suspension of Conference and Elections and from the South seeking recall of the exiles of Croyde, give ample scope for that favourite sport, in which "Much Cowslip's" backers should have their chance.

Frivolity apart, however, it is clear that delegates are in for a useful and stimulating week-end, from which the Association as a whole should emerge strengthened for the big tasks that lie ahead.

Too Old at Forty ?

AN unexpected but serious result of superannuation is discussed in an interesting leading article in a recent number of "Municipal Engineering." To avoid what they regard as a "strain" upon their superannuation funds, an increasing number of local authorities, the writer points out, are including such clauses as "applicants must not be over 45" in their advertisements for appointments. Sometimes the age bar is imposed at forty.

This is an evil practice for several reasons. It restricts that mobility within the Service which the Hadow Committee held to be so valuable. By limiting the few

" plums " to young officers, it creates congestion and stagnation in the middle grades, with consequent damping of ambition and initiative. It benefits the brilliant few at the expense of the plodding many. These are problems N A L G O should be thinking about. As the writer of the article remarks, " superannuation was made for employees, not employees for superannuation."

Helping the Advice Bureaux

MANY branches have already recognised the high public relations value of co-operation between N A L G O and the Citizens' Advice Bureaux, and, as we have recorded from time to time, are doing all they can to implement it. One of the best examples of this co-operation is that of the North Eastern district committee.

In February, the committee resolved to recommend branches to support their local bureaux. Mr. V. Grainger, its secretary, promptly wrote to every branch secretary in the district, urging him to get in touch with the appropriate bureau, seek representation on its committee, prepare a list of volunteer helpers, and generally offer all possible co-operation. For areas without a bureau, Mr. Grainger suggested that the branch might itself consider starting one, and promised the fullest assistance of the district committee and the regional staff of the National Council of Social Service which is sponsoring the bureaux.

Simultaneously, Mr. Grainger provided branches with a specimen letter to retired members suggesting that work in these bureaux would offer an interesting field of national service for which they were particularly well fitted.

This is useful work, and we commend the example to other district committees and branches. As Mr. Grainger truly remarks: " There is a strong feeling that this form of service will survive the war and that the work commenced, in addition to providing a valuable service to the general public, will create a useful link between the citizen and the activities of local authorities and voluntary organisations. In such a service every member of N A L G O must be vitally interested."

Bring Life to the Screen

THE success of that grand film, " The Stars Look Down," now being generally shown, reinforces the appeal we made more than a year ago, after seeing " South Riding," for more films on British social problems. Though both " South Riding " and " The Stars Look Down " are fictional films, each has for background a vital aspect of the nation's life, in refreshing contrast to the synthetic Mayfair, romanticised Fleet Street, and impossible underworld to which British producers have accustomed us; and each illumines a question of human concern, whether it be local government or coalmining. Both these films have shown, as have a number of the better Hollywood productions, that there is as much drama to be got out of the lives and activities of real people as there is out of the fake emotions of society neurotics—and a deal more interest.

If producers will note their lesson, we may yet see the films some of us dream of—films picturing the human side of slum clearance, education, unemployment, prison reform, and like problems. We may even get the film Britain needs most to-day, the film that will tell the world what British democracy is and means—not the drum-beating, flag-flying heroics of " Bengal Lancer," or " The Lion Has Wings," stirring as they are, but a story of ordinary people giving all they have of enthusiasm and devotion to the cause of freedom and social betterment. Or is that still only a dream?

Cheer for the Warriors

THE list of branches which have adopted worthwhile schemes to help their members with the Forces continues to grow. This month's best is Walsall, which, since October 24, has been sending regular chatty little bulletins to every member in training. The first gave details of the council's war service pay decision, offered help in submitting claims, asked for lists of " wants," and announced the desire of the branch to do anything needful for the warrior or his family. The second, in November, accompanied a parcel of cigarettes or tobacco and socks (knitted by women members " in the sizes the particular knitter thought appropriate "). With the third, at Christmas-time, went a huge parcel of cigarettes, sweets, fruit, cake, socks, gloves, picture papers, and other good things, a list of addresses of all the branch's warriors, " so that you'll know where you might be able to borrow a bob," and a host of good wishes. Subsequent bulletins have accompanied further parcels.

Chester branch, not content with looking after its own members, offers a pressing invitation to the secretaries of other branches to send it the names and addresses of any of their colleagues in the neighbourhood which (if the censor will allow us to say so) appears to be a popular resort among them. " Endeavours will then be made," modestly adds the secretary, Mr. H. Jones, " to extend to them such hospitality as the members of the branch may be able." Mr. Jones' address is 47, Walter Street, Chester.

Don't Let Them Rust

WHILE on this subject, we should like to pass on a hint dropped the other day by one serving member anxious to dispel the idea that a soldier's needs are limited to beer, baccy, and " bloods." Many ambitious young officers, he points out, are keen to keep touch with their jobs and to avoid the accumulation of mental rust. In addition to the branch magazine and LOCAL GOVERNMENT SERVICE, they would welcome the other administrative publications and the journals of the various professional and technical associations. While branches may not be able to afford these themselves, could they not persuade their local authorities to supply them? The plan would clearly benefit the authority by ensuring that the men who came back were keen, informed, and *au fait* with current legislation and municipal developments. Perhaps some of the serving members will let us know what journals they would like.

SEND " L.G.S." TO THE TROOPS

" Local Government Service " may be posted without permit to men serving with H.M. Forces anywhere abroad or in H.M. ships. Postage on this issue is 1d.

WHITLEYISM FIRST!

THE local government officer's belief in Whitleyism has been greatly strengthened by the National Whitley Council's agreement upon a cost-of-living bonus; not only because the National Whitley Council has dealt with an issue with which the local government officer felt it ought to deal, but because it has arrived at agreement upon a major issue at the outset of its career.

As we pointed out last month, not all the benefits of Whitleyism will accrue to the staffs. Moreover, the staffs will recognise their responsibilities as well as their rights in all matters which may be brought within Whitleyism's scope. The National Whitley Council has, however, already gone far to command the confidence of the staffs by a recognition that some recompense ought now to be made for a substantial rise in the cost of living which has already been operative for six months.

That an award was due to the staffs on grounds of bare justice must now be obvious. The public has become acutely conscious, in the last few months, of the sharp rise in prices that has taken place; and is ready, we think, to acknowledge it as quite sharp enough to merit some speedy increase in wages and middle-class salaries. The public looks for an avoidance of the "vicious spiral of wages and prices," but it is far from reconciled to the view that prices can soar without limit while wages and salaries remain unchanged. There are, no doubt, many dangers to the salary- and wage-earning classes in an unchecked spiral movement; but there can be no doubt, either, that any group, within these classes, whose pay remains static while the pay of other groups moves upwards towards prices, will suffer in the short run as well as the long. Cost-of-living increments are already operative in so wide a field that the local government Service would unquestionably be left in this position were nothing quickly done.

Campaign for Uniformity

It is gratifying to hear that six of the Provincial Whitley Councils—namely those for South Wales, Lancashire and Cheshire, East Midlands, West Midlands, Eastern, and Yorkshire—have already agreed to follow the recommendations of the National Whitley Council on this subject.

The North Eastern Provincial Whitley Council has adopted a separate scheme, and that for Middlesex has applied the national award with modifications. The action of these two bodies has prompted questions which have already been brought to the notice of NALGO's National Executive Council and which were discussed last month in one of the most stimulating and constructive debates the Council has ever heard.

It is evident that the mind of the Service, and, indeed, of the National Executive Council, is strongly set upon the attainment of uniformity in conditions of service. To secure such uniformity, the Association has looked to Whitleyism, contemplating this object, not as a measure to be imposed on local authorities but as one of which they themselves will come to recognise the need and which they will be prepared to approach through Whitley channels.

The award made by the National Whitley Council may be held to imply that uniformity on one factor has already been agreed to—in one quarter, at any rate, and that an important one. It is natural, therefore, that it should be asked why the award should have been, or should be, varied by provincial councils, with the acquiescence of staffs' sides.

The National Executive Council found no reason to express disapproval of the two variations already made; but the questions raised in regard to them served to reveal a strong feeling against any unwarranted whittling down of the National Council's award. In a growingly favourable public opinion it can be fatally easy to accept less than is strictly due by precipitate acquiescence; and there may be cases in which it will be more profitable to wait until there is readiness by a provincial council to accept the national award in full.

Risks of Intransigence

There are, however, other arguments to bear in mind. The cost of living is not the only subject, not even the only urgent subject, within the scope of Whitleyism; and, with the full range of its policy in mind, the Association has put Whitleyism first, not uniformity. The Association is not quite in the same position, in dealing with an issue such as cost of living, as other bodies which already have the benefit of uniform national salaries. In areas where Whitleyism has taken root there may be a history of negotiation, and an established tradition of guiding principle and sentiment which it would be foolish for staff sides to ignore, in dealing with *any* issue. On the other hand, where the provincial councils are but newly established, it is of vital importance to impress the employers' side with early illustrations of the spirit of Whitleyism; all the more so if a conciliatory rather than an intransigent outlook would prove fruitful in the future, as well it might.

The National Executive Council was not prepared to take the view that provincial variations represented any retreat from policy merely because they were variations. The Association's policy has emphasised Whitleyism as its immediate goal. A rigid adherence to the decisions of the National Whitley Council, in all circumstances and on all issues, cannot be justified in the face of the existence of provincial councils, the formation of which the Association has itself promoted; and in any event the national award was expressly made subject to the endorsement of the provincial councils.

Nevertheless, the Association must recognise the position to hold some danger of a too-ready acquiescence in the whittling-down of the national award. Our members will, we hope, accord a wide discretion to the staff sides of the provincial councils in negotiations on this issue; but staff sides should contend to the very last for the full application of the national award, reminding the employers that this award does carry with it the prestige of approval by representatives of local authorities with a national purview.

VITAL POLICY DEBATES BY THE N.E.C.

Are We Too Weak on Whitleyism?

THE need for more wholehearted local support of Whitleyism provided the National Executive Council, at its meeting in London on March 9, with one of the most stimulating and constructive debates it has had for a long time.

The question arose on a report by the service conditions and organisation committee on the action taken, through the National Whitley Council, to secure a uniform cost-of-living bonus award.

Mr. H. ALLEN, chairman of the committee reported that six provincial councils—South Wales, Lancashire and Cheshire, East Midland, West Midland, Eastern, and Middlesex—had adopted the national award, Middlesex limiting the bonus to officers earning under £500 a year. The North Eastern provincial council had adopted a separate scheme, providing for a bonus of 1s. per week for officers under 18, and 2s. per week for those aged 18 and over, for each 6 points rise in the cost of living index above a datum line of 155. The bonus will operate from April 1 and will be reviewed every three months. In addition, 31 local authorities had granted varying schemes of war bonus.

"Stand or Fall by Award"

Mr. F. H. HARROD, vice-chairman of the council, expressed concern that, notwithstanding the uniform national award of the National Whitley Council—adopted on the application of N A L G O—a provincial council had agreed to modify and whittle down that award. Such modification, with which the staff side of the provincial council must have agreed, was in the interests neither of N A L G O nor of the future of Whitleyism. If they approved the principle of national bargaining, they should stand or fall by the award obtained; it was not playing the game to whittle it down locally. Provincial councils and individual local authorities could not be bound—but the staff sides, representing the Association, should stand firm by the principles it had adopted, and refuse to accept any modification of the award. Otherwise they would have to give up the attempt to secure national standards. If members were not prepared to risk losing a bonus for a time they should not seek national awards.

Risk of Smashing Councils

Mr. R. E. HERON, vice-chairman of the North-Eastern provincial council and chairman of the staff side, while agreeing with the principles laid down by Mr. Harrod, emphasised the difficulties facing the provincial councils. The North-Eastern council was an ailing child. The staff side had been confronted with what was tantamount to an ultimatum from the employers. Had they rejected the offer they would have got nothing, and the council would have expired. The scheme agreed on would give a better bonus than was contemplated by the national award to every man earning £260 or less—75 per cent of their members. They would not establish Whitleyism by smashing a provincial council.

Direct Approach to L.A. Associations

Mr. ALLEN pointed out that the national award had been made subject to endorsement by the provincial council "who shall have regard to any agreements operating in the area." This gave provincial councils an opportunity of varying the terms of the award without infringing the principles of Whitleyism. While he agreed with Mr. Harrod, he felt that local circumstances must prevail; they still had parochialism in provincial councils.

"Beginning of the Rot"

Mr. J. L. HOLLAND suggested that staff sides had lost sight of the fact that we were only at the beginning of the cost-of-living problem. The best course was not to snatch at immediate advantages, but to stand out for a long-range policy. The National Whitley Council was being flouted by the provincial councils; it was the beginning of the rot. Was N A L G O going to acquiesce in that? They were losing a chance of maintaining the position of the National Council by giving way prematurely. The right course for staff sides faced with a demand for a modification of the award was to ask for an adjournment and to educate the public in the interval. Giving way locally was playing into the hands of the other side.

Mr. J. H. WARREN suggested that there had been no departure from policy. In agreeing to machinery providing for provincial councils, N A L G O had anticipated regional variations. They had to put Whitleyism first and national standards afterwards. Regional variation did not represent any variation from the principles of Whitleyism.

Mr. HERON pointed out that one authority in his area had further reduced the provincial council's award. What should have been the attitude of the staff side there?

"N A L G O Not Firm Enough"

Mr. L. H. TAYLOR reinforced the plea that a provincial council should not give way at the first sign of opposition. In Lancashire and Cheshire they had failed to agree at the first meeting, so they adjourned—with the result that at the next meeting, three weeks later, the provincial council adopted the national award. If they hoped to make Whitleyism the instrument they desired, they must exhaust every possible step before accepting anything less than the national award.

Mr. C. J. NEWMAN voiced the general view that this was the most serious issue the N.E.C. had considered for a long time. In his area there was no provincial council, and the national award was all the local authorities had to look to. If they found provincial councils failing to accept it, they would modify their own schemes. As the cost-of-living situation became worse, public opinion would veer to the side of those seeking a bonus, and staff sides which had rushed to accept sixpence would bitterly regret it before the war was over.

Problem of Premium Pupilships

Time was on the side of the officers, and nothing would be lost by waiting, since the bonus would be retrospective. One of the reproaches against N A L G O was that on this, and on many other subjects, it was not firm enough. They should be prepared if necessary to run away and fight another day—but not to give way.

Mr. V. GRAINGER pointed out that, although the North-Eastern decision was a distinct variation from the national award, it did not give the officer less. It was related to the cost-of-living figure and, if the cost of living increased, it would be in every respect better than the national award. The clause in the national award making it subject to endorsement by the provincial council in the light of local circumstances had cut the ground from under their feet. In any case, was not Whitley machinery negotiating machinery?

Dangerous to Accept Variation

Mr. HARROD, replying to the discussion, emphasised that he did not wish to condemn the action of the staff side in the North-Eastern Council. His point was that N A L G O had deliberately set out to obtain a uniform national award and, for the first time in its history, had obtained it. It would be dangerous, therefore, to accept any variation until they were forced to do so. If they failed to stand by it, the whole idea of national award would be done away with.

Mr. E. L. RILEY suggested that, while the national award remained the Association's policy, they should not, at this early stage, condemn one provincial council because it was suffering from teething troubles.

Mr. A. A. GARRARD, the chairman, pointed out that some of the provincial councils—and even some N A L G O members—were inexperienced and needed educating. It was a matter for congratulation that so many provincial councils had already endorsed the national award. The N.E.C. approved his suggestion that the staff sides of the remaining provincial councils should be urged, in the first place, to support that award with all their power.

APPEAL TO MINISTER

"Door Not Slammed on Action by Government"

Another interesting debate arose on the report on the deputation to Mr. Walter Elliot, Minister of Health, and Lt.-Col. D. J. Colville, Secretary of State for Scotland—recorded in LOCAL GOVERNMENT SERVICE last month—to seek Ministerial pressure on local authorities for the extension of present Whitley machinery. The president, Mr. E. J. STEAD, who led the deputation, paid tribute to the excellent work of his colleagues. They had been well received and, although disappointed that the Minister had been unable to agree to their suggestion that he should personally urge every local authority

to enter the Whitley scheme, they realised his difficulties. Mr. Elliot had emphasised how jealous were local authorities of their autonomy, and had stressed the need to secure their good will if Whitleyism was to be a success. N A L G O could not quarrel with that—it would not pay it to have something forced from the local authorities without their good will.

In suggesting that N A L G O should approach the associations of local authorities *in the first instance*, the Minister had not slammed the door on Government action, and Mr. Stead refused to be disappointed. Definite progress had been made, he believed.

Mr. H. ALLEN, while agreeing that the door had not been closed, nevertheless felt disappointed at the Minister's attitude. They intended to persist in their efforts to convert the Minister, but it would clearly be a long-term policy. The most encouraging feature of the deputation had been the support for Whitleyism shown by Col. Colville, and he felt that they would make speedier progress in Scotland.

The council approved Mr. Allen's suggestion that the same deputation should go to the local authorities' associations.

Whitehall Interference

Mr. T. FREEMAN, while congratulating the deputation on the progress it had made, expressed grave concern at the growing interference by the Government with the freedom of action of local authorities. The most recent instance was the Old Age and Widows Pensions Bill, which would transfer one-third of Poor Law work to a government department. Then there was the suggestion that the police forces should be nationalised. In his own department the spate of ministerial circulars, orders, and regulations made him wonder if he had any confidence in his own ability, efficiency, and experience. Whitehall was interfering at every stage. Was N A L G O condoning this interference? If it continued, they could say good-bye to local government. He was afraid that the Association was doing too much "hob-nobbing with Whitehall," some of whose officials had envious eyes on the local government Service.

He believed, Mr. Freeman continued, that the Association of Municipal Corporations was fully alive to this position. If N A L G O went to it with any proposal for national standards likely to deprive local authorities of their independent control, it would be kicked out; but if it went with an appeal for support of the general principles of Whitleyism, while leaving to the local authorities some measure of control over the detail of administration, it would have some prospect of success.

Mr. ALLEN assured the council that it was the intention of the deputation to urge the associations of local authorities to throw in their weight with Whitleyism. There were signs that they would adopt a helpful attitude.

PREMIUM PUPILS

Hadow Recommendations Upheld

The problem of premium pupilships provided material for a third important debate. On a reference from the 1939 Conference instructing the N.E.C. to "take all possible action towards the abolition of

"Let's try here—they're making prison life more comfortable now"

premium pupilships in the local government Service, having regard to the definite depression of salary standards such pupilships involve," the service conditions committe reported that it could not go beyond reiteration of its acceptance of paragraph 95 of the Hadow committee's report. This recommended that no premiums should be required, that pupils should be selected solely on merit, and that their selection by a principal officer should be subject to the approval of the local authority.

"Your Council," the report continued, "proposes to consult the Standing Joint Committee as to the professions in which articles are a necessary or usual part of training for admission. Your Council is also of the opinion that pupils should be restricted to professions where articles are a necessary or usual part of training; and that where an officer takes pupils, any premium should be paid to the authority, and such premiums should be paid only by pupils from outside the Service. Further, that officers who are required to take pupils should be remunerated either by a payment by the authority in respect of such pupils or by a permanent addition to salary in consideration of pupils being taken. It is, of course, understood that these recommendations should refer to officers appointed in the future, and that any rights of existing officers should be preserved."

Complete Abolition Urged

MR. J. H. CLARK urged that the Association should go further than this and campaign for the abolition of premium pupilship. He moved as an amendment that an enquiry be made of branches to ascertain the extent to which the practice existed.

MR. HARROD, opposing, said that if pupilships were abolished, young people could not be trained within the Service, but would have to go outside. Consultation with the Standing Joint Committee was the only practical step. Articled pupilship was a personal contract between an officer and his pupil.

Mr. G. S. FRASER asked that Scotland be excluded from any proposed inquiry, since articled pupilship had never existed there. Scottish chief officers felt that in training a young man to their job they were handing on the torch.

Mr. ALLEN contended that the Council had kept faith with Conference in its report. The amendment was defeated and the report adopted.

SUBSCRIPTIONS OF MEN IN FORCES

Move to Waive Them Defeated

The problem of Association subscriptions payable by members with the Forces aroused another keen discussion.

Mr. T. FREEMAN, chairman of the finance committee, moved that the present system, under which members on war service pay subscriptions based on the amount of civil pay they receive, be continued, and that the Registrar of Friendly Societies be asked to agree to an amendment of the rules to enable members receiving no civil pay to continue membership without paying subscriptions. It was essential, Mr. Freeman pointed out, that the Association's income be maintained. He knew of many branches which were successfully collecting subscriptions from members who were away.

Mr. H. A. JURY enquired of the position of a commissioned officer whose service pay exceeded his civil pay. The general secretary replied that the Association was concerned only with what a member received from his authority.

Mr. GRAINGER moved as an amendment that subscriptions from members in the Forces be waived. Many branches, he pointed out, were having great difficulty in collecting these subscriptions. They could not compel everyone to pay, and the only fair way was to treat all alike and excuse payment to them all, even if it meant higher subscriptions for those left behind.

Mr. ALLEN, supporting this view, declared that it was practically impossible to keep contact with soldiers and to arrange for the collection of their subscriptions. He urged the Council to do the generous thing.

Mr. GOULD, also supporting, suggested that members lucky enough to remain behind in their civil jobs would not hesitate to make up any loss of income incurred by waiving subscriptions.

Mr. L. H. TAYLOR, supporting the motion, pointed out that the majority of officers were having their civil pay made up solely as a result of the action of the Association. In his branch they had solved the problem of collection by getting each man to agree to the City Treasurer deducting his subscription from his civil pay.

Mr. E. L. RILEY and Mr. E. H. MASON also supported the motion. The amendment was defeated and the motion carried.

Annual Delegate Meeting

Other points dealt with by the Council included:

On the report of the Emergency Committee which had decided, in view of wartime difficulties, to substitute a Delegate Meeting, limited to 250, for the normal Conference this year, Mr. A. B. DAY moved a slight increase in the number of delegates allowed. The basis of representation proposed would have given one delegate to every 618 members. He urged that one delegate to every 500 members, while not appreciably increasing the

number of delegates, would help the smaller districts.

Mr. L. H. TAYLOR suggested a proportion of one delegate to each 445 members, which would produce 250 delegates, exclusive of members of the N.E.C. In his district the system proposed by the N.E.C. would have given only one delegate for all the rural districts from Carlisle to mid-Wales. Mr. Day accepted this proposal, and the Council approved.

Mr. D. C. GRIFFITHS, vice-chairman of the law and parliamentary committee, reported on action taken by the committee on the following matters:

Local Government Staffs (War Service) Act, 1939

A number of local authorities had, before the coming into operation of this Act, passed resolutions offering to make up the difference between civil and war service pay. N.A.L.G.O. was urging the Minister of Health to introduce early legislation on the lines of Subsection (2) of Section I of the Local Government (Emergency Provisions) Act, 1916. The effect of that subsection was to make binding any resolution, promise, sanction, or permission passed or given by a local authority to an officer or servant with a view to his serving in or with H.M. Forces when he had taken service in or with H.M. Forces before the passing of the Act with the sanction or permission of the authority.

Old Age and Widows' Pension Bill

The Minister of Health had been asked whether he would give an undertaking that the redundant officers of public assistance authorities (including those now serving in the Forces or who may be called up) would be given preference when the Assistance Board appointed the additional staff it would require. The Council approved a recommendation that, if the Minister did not give the undertaking asked for, he be requested to convene a conference of representatives of the Ministry, the Unemployment Assistance Board, the County Councils Association, the Association of Municipal Corporations, the L.C.C., and N.A.L.G.O. to consider the position, and appointed the chairmen and vice-chairmen of the law and parliamentary and the service conditions committees, with Mr. A. J. Gould, to represent the Association at such a conference.

Local Elections and Register of Electors (Temporary Provisions) Bill, 1939

Action had been taken to secure provisions in this bill for compensation to be paid to officers who suffered direct pecuniary loss by the postponement of local elections and of registers of electors and jurors' books.

The Ministry of Health had stated, however, that the question was of such importance that it could not be given proper consideration in connection with that particular bill, but that there would be further legislation and that, in the meantime, the questions raised by the Association would receive careful consideration. Particulars are being collected of the losses which will be sustained by local government officers by reason of these postponements, and as soon as this has been completed it will be forwarded to the Home Office and the Ministry of Health.

Defalcations by Solicitors

The committee deferred to its next meeting consideration of recommendations made by the Council of the Law Society, that provision be made for the formation and administration of a relief fund to compensate persons suffering loss owing to the defalcations of their solicitors.

"According to our Admiralty charts we are at the mouth of the Thames, Fuehrer"

It was reported that since November 30, 1939, the committee had dealt with 179 new cases, comprising 84 superannuation, 35 war service, and 60 miscellaneous queries.

Skipton U.D.C.

Mr. ALLEN reported that Skipton U.D.C. was now prepared to receive the deputation appointed last year to discuss its scheme of scales and conditions of service, but which had been cancelled on the outbreak of war. The N.E.C. instructed the deputation—which will comprise the president, the chairman of the council, the chairman of the service conditions committee, the general secretary, and the organising secretary—to wait on the Skipton council.

Neath U.D.C. Salaries Dispute

The general secretary reported that he had interviewed the chairman of the Neath U.D.C. and that the regional officer was submitting a further application to the council in accordance with the recently formulated salary scales of the South Wales provincial council.

War Dependants Fund

Burnley and district and Castleford and district branches had both asked the council to consider the formation of a special fund to assist the dependants of members employed by local authorities which had refused to supplement war service pay. It was decided not to establish such a fund at present, but to ask the Benevolent and Orphan Fund to deal with any cases of the type envisaged and to keep a record of them. The B. & O. Fund will then report to the finance and general purposes committee if it requires additional money.

Mutual War Indemnity Scheme

It was decided to take no action on a suggestion from the Oldham branch that the Association should consider organising a mutual war indemnity scheme for its members who were householders.

Public Relations Progress

The war, it was reported, had materially effected the Association's propaganda work, by restricting the opportunities for publicity and leaving branch correspondents with little time for it. In these circumstances the council approved a redirection of the work along new lines, notably:

A renewed emphasis, through the branches, on the need for efficient service and better personal contacts between the local government officer and the community;

Co-operation with other bodies working on parallel lines—such as the Citizens' Advice Bureaux and the Ministry of Information; and

Increased pressure on local authorities to extend their own public relations activities.

The council approved certain changes in LOCAL GOVERNMENT SERVICE made necessary by the control of paper supplies, and decided to abandon the branch magazine competition for the time being, and to suspend publication of "Beano," sales of which last year had been disappointing.

War-time Education Programme

While endorsing the action of the emergency committee in curtailing education work after the outbreak of war, the council approved proposals of the education committee for resumption now of many of the activities which had been suspended. The education committee is to prepare a war-time programme designed to encourage cultural education and to give facilities for members to obtain technical and professional qualifications. Grants to area education committees, the scholarship scheme, and the lending library, will be resumed in limited form, and there will be one summer school this year, devoted to war-time problems of local government. Certain loans for educational purposes were approved. The correspondence institute is to be continued.

It was reported that the North Western and Metropolitan area education committees were organising week-end schools, on April 20-21 and April 27-28 respectively.

Building Society Interest Cut

The management committee of the N.A.L.G.O. Building Society has decided, from July 1, to reduce the rate of interest on shares from 4 to 3½ per cent and on deposits from 3½ to 3⅛ per cent.

Holiday Centres

The Croyde Bay holiday centre is occupied by Headquarters staff and will not, therefore, be open to members this

summer. Cefn y Mynach private hotel at Rhos-on-Sea will be open to visitors at Easter and Cayton Bay holiday centre will be opened at Whitsun. Fees at both places will be increased by 7½ per cent for members and 15 per cent for non-members, and there will be no restriction on the admission of non-members at Cayton.

Logomia

Mr. S. Lord, chairman of the Board, reported that, although there had been a slight falling off in new business since the war, the results for the year were satisfactory. In order further to strengthen the Life Fund it had been decided to transfer to it £2,500 of the general profits. The Board had also decided, following the example of most of the big life offices, to reduce the interim bonus on with-profits life policies from 30s. to £1 per cent. £20,000 was to be invested in the new War Loan.

Provident Society

It was reported that, during the year ended February 25, membership of the sickness scheme had increased from 19,439 to 20,174; of the death benefit scheme from 1,464 to 1,581; and of the hospital and nursing home scheme from 6,656 to 7,450.

It was decided to allocate 8½d. in the shilling to members' "Rest" accounts for 1939, and to start a sickness insurance and simple endowment scheme for women, from January 1, 1941.

Benevolent and Orphan Fund

Since details of the present financial position of the Fund were not available, it was decided to defer consideration of a proposal to increase the grants to beneficiaries to meet the rise in the cost of living. A special meeting of the committee to discuss this question is to be held as soon as possible. The chairman, Mr. E. A. S. YOUNG, reported that the committee had considered the position of applicants who were in receipt of public assistance, and had resolved that it was not the policy of the Fund to suggest to applicants that they should apply for public assistance.

Mr. J. H. Warren

The council decided that, notwithstanding his transfer from the North Western to the Southern district, Mr. J. H. Warren should be allowed to remain a member of the N.E.C.

Members of the Council attending the meeting included:

Messrs. A. A. Garrard (chairman), R. Adams, H. Allen, A. G. M. Archibald, E. F. Bacon, J. T. Baker, W. A. N. Baker, F. D. Barton, W. R. Beevers, J. Brown, A. G. Bolton, J. Chaston, A. Clark, J. H. Clark, R. W. Coppock, F. E. Cox, Miss E. Dawson, Messrs. A. B. Day, G. S. Fraser, T. Freeman, A. J. Gould, V. Grainger, D. L. Griffiths, F. H. Harrod (senior vice-president), R. E. Heron, J. L. Holland, H. A. Jury, G. Llewelyn, S. Lord, E. H. Mason, C. J. Newman, T. Nolan, A. Denton Ogden, A. Pinches, E. L. Riley, C. A.W. Roberts (junior vice-president), E. Robins, F. Sharpe, R. T. Shears, Miss I. Stansfield, Messrs. E. J. Stead (president), G. A. Stone, H. Taylor, L. H. Taylor, J. H. Warren, R. Williams, and E. A. S. Young.

Apologies for inability to attend were received from:

Messrs. H. J. Altoun, J. F. Davidson, E. R. Davies, W. O. Dodd, P. H. Harrold, W. E. Hudson, W. H. Legh Smith (hon. treasurer), D. J. Parry, H. Russell J. H. Tyrrell, J. W. Vince and L. Worden.

DR. SYKES REPLIES TO HIS CRITICS

As our correspondence columns show, the article on cost-of-living problems by Dr. J. Sykes, Dean of Economics at the University of the South-West, in February, has aroused much interest. Here Dr. Sykes answers his critics:

MAY I say how grateful I am to those who have written in reply to my article about salary policy in wartime?

Not only are the writers of the letters far apart geographically, but also in their ways of tackling the issues involved. The divergence is, in fact, so great that some of the proposals must be wrongly founded. Which are they? Well,

(1) the argument that all incomes above certain levels should be abolished may be good politics, but it certainly is not good economics; and, accordingly, I shall not discuss it here.

(2) to say that the cost-of-living index does accurately and faithfully measure the cost of living of N A L G O members is not valid: the index was never *intended* to apply to non-working class groups—and it doesn't.

(3) to contend that the rise of wages was not associated with rising prices and inflation during the last war runs counter to the findings of the Sumner Committee's Report—published, I think, in 1918.

(4) to argue that rationing is being conducted inefficiently doesn't refute the proposition that, to restrict the demand for goods so as to equate with their supply, is an effective means of preventing their price from increasing.

(5) to say that "Dr. Sykes apparently forgets that economic laws can only apply with any degree of accuracy, in a society in which there is no interference by the State," is to imply that economic laws don't work under State interference. Yet—only recently—I was confronted with the argument that the only way to make the economic laws work properly was by promoting the maximum of State interference! Now, either the laws are laws, or they aren't: and they either work, or they don't. The simple economic law that price depends upon the relation of supply to demand is, of course, valid wherever there is a supply and a demand—under State interference or not. And what is true of one is true of all the economic laws.

(6) to say that "rent, interest and profit . . . is the thing which must be sacrificed, and be strictly maintained at that level sufficient to replace (and, of course, if necessary extend) . . . capital goods" is, I am afraid, muddled thinking. It is impossible to sacrifice the rewards given for work done in helping the process of production and yet at the same time to expect that work to be performed. By the same argument, all N A L G O members must "sacrifice" their incomes and yet do their daily job of work!

(7) to contend that the reduction of imports is a "policy and not a necessity" is, however, the most important of these wrong arguments. The sacrifice of imports may be a policy, but it is also one of the sternest necessities the people of this country will have to put up with in wartime. At one time in 1917 we had to sacrifice imports of food (and other things) to such an extent that we had no more than three weeks' food supply in the country!

But enough of these negative criticisms. On the constructive side, what?

First, may I ask N A L G O members to realise that the necessity of getting goods and services with which to wage the war must have precedence? For, if we are at war, we must fight; and get the weapons.

Second, if these war needs are going to absorb up to one-half of the goods and services we can produce or get otherwise, then civilians *must* cut down their consumption.

Third, this can be done, either by paying higher prices for the civilian goods, or by paying lower prices *for the same quantity* of civilian goods. Which is preferable? Obviously the latter alternative.

Fourth, how can we get the same quantity of civilian goods and services for a lower sum of money? Either by preventing money incomes from rising, or saving part of our money incomes—or both. And, to make as sure as possible that prices won't rise, better do *both*. So my advice to N A L G O members is—do all you can to prevent money incomes in the country as a whole, and of all classes, from rising—for the one part; and, for the other part, save as much as you can by reducing your spending on the less essential things of life.

Fifth, if—as is not unlikely—those with lower salaries and incomes suffer to the extent that prices of necessaries of life have risen, or rise further, support a fuller and more far-reaching scheme of rationing; and also the Government's policy of subsidising necessaries. And, if you wish to, adopt a scheme within your own movement which looks after the welfare of those who are less well paid.

Whatever lines of policy we decide to follow, let us try to realise with crystal clearness that nothing can prevent the size of the cake which all civilians have to share from being *smaller* than it was in peacetime. Therefore, it is to the interests of all persons in the community to *save* as much of their incomes and means as they can. Only in that way can civilians make certain of getting exactly the same amount of cake—as they would otherwise have to pay higher prices to get—at lower prices. And remember that the moneys you save now *can be spent* after the war is over in getting a bigger slice of a bigger cake then.

Then arises the great present question—whether to save under compulsion by the Government or by your own free will. About this matter there need be no hesitation. If you adopt compulsory saving, you will have to save just as much as the Government forces you to save. If you adopt voluntary saving, each of you can save exactly that sum which suits you best to save, or you can afford to save in the light of your special circumstances. And voluntary saving—so obviously preferable—will prove just as effective as compulsory saving.

COWSLIP CALLING CONFERENCE.

Reported by "Jackass"

Illustrated by J. Carver

SO there is to be no normal Conference this year. No mighty assembly sitting drowsily through debates on service conditions, nurses' charters, and defunct Hadow recommendations, yet seething suddenly with emotional tension over an amendment by the Nether Wallop branch to substitute "if" for "but" on page ninety-four of the annual report. No automatic frenzy of applause whenever anyone says "free self-governing people" or "democratic local government." Worst of all, no free holiday at Great Yarmouth for deserving delegates like myself.

Instead, there is to be an emaciated and emasculated gathering of some two hundred and fifty super-representatives for one day only in that agglomeration of untidy suburbs men call London. No doubt they will sneak shamefacedly into some third-rate hall, hired at a cost of seven and sixpence for the day while the local Buffaloes don't need it, nod vaguely to one another, and drift miserably through their previously sieved agenda. All the time they will be remembering that there is really no reason why they and absent friends could not have junketed as usual at some West Coast resort; and all the time the Spirit of Democracy will be brooding over them, wondering mournfully why they who were her most vocal advocates should on such small pretext reduce their annual act of homage to a mere acknowledgment.

This year of all years it is regrettable that there should be this departure from the normal, since for the first time in history Much Cowslip has an item for the agenda. It was to have been moved by the clerk and seconded by myself, and those who have followed closely the record of our exploits will need no assurance from me that it would have been a memorable occasion. Now that the ratio of representation is about one delegate to four hundred and fifty members, there seems no hope of Much Cowslip being directly represented. Arrangements have been made for Mr. McDoodler of Buttercup Magna to sponsor our motion, and Miss Twittering, of Upper Pigling, is to support him, but how can they be expected—willing foster-parents though they may be—to fight with the same sacred frenzy for our brain child as we ourselves would have displayed? Not that the motion as it now stands is quite what we intended, but we can still claim the primal impetus.

The clerk's original wording, a masterpiece of brutal brevity, was "*That in the opinion of this Conference, an annual purge on Russo-German lines would invigorate the National Executive Council.*" At the meeting of our executive committee, at which he first propounded his suggestion, it was received with such enthusiasm that argument in its support was unnecessary.

Accordingly, I forwarded it to Abingdon Street for inclusion in the Conference agenda as a motion by our branch. Two days later I received a polite reply expressing no opinion on the merits of the proposal, but intimating that it must first be submitted to the district committee and could only go forward with its approval.

Nothing daunted, I ascertained that we were in the Mid-Western district, and a fortnight later found the clerk and myself journeying to Ashberry Minor to attend our first district committee meeting. At first we got into an agricultural auction by mistake, and only after the clerk's unfortunate habit of nodding to strangers had bought three pigs and a milking machine did we realise we were in the wrong place. However, we soon found the committee, a collection of quite ordinary people, seated in the local council chamber and trying hard to look like aldermen. The Mayor of Ashberry Minor, who had either been misinformed or had brought the wrong notes for his speech, welcomed us warmly as the first child evacuees sent to the town. He thought some of us looked rather old to be still at school, but that was the business of the Board of Education. He hoped that country air and food would soon bring back the roses to our little cheeks and effect a much-needed improvement in our appearance.

With commendable presence of mind the chairman of the district committee conveyed our thanks in a childish treble, and the mayor departed in blissful ignorance of his error. Thereupon the secretary of the local branch announced that tea would be provided after the meeting at 1s. 3d. per head. The clerk, perhaps still affected by the auction atmosphere, made rapid calculations on the back of his agenda paper and offered to do it for 1s. 1½d. per head. Rather red in the face, the local secretary undercut him to 1s. per head, and the clerk wisely dropped out of the bidding.

After a good deal of business had been transacted in which we had no interest, we came to the election of delegates to Conference. The district executive committee recommended (*a*) that the members of the district committee executive should attend; (*b*) that any officers of the district committee who were not members of its executive committee should attend, and (*c*) that any remaining places be filled by ballot among the members of the district committee. The chairman, vice-chairman, secretary, and treasurer of the district committee all thought the executive committee's proposal admirable, and the members of the executive committee also emphasised how eminently fair such a system of representation would be. So we balloted for the two places remaining.

The first count resulted in each candidate receiving one vote, but on a second attempt McDoodler and Miss Twittering each managed to get hold of two ballot papers and so ensured their own election. The clerk protested warmly on the score that, though he had personally filled in two votes for himself, only one had been recorded to his credit. The chairman's reply was lost in the general uproar.

Eventually, our proposed motion for Conference was debated. The executive committee opposed it, as they usually do anything which they themselves have not originated. We had expected opposition, and met it stoutly. In a truly brilliant speech the clerk urged that as the National

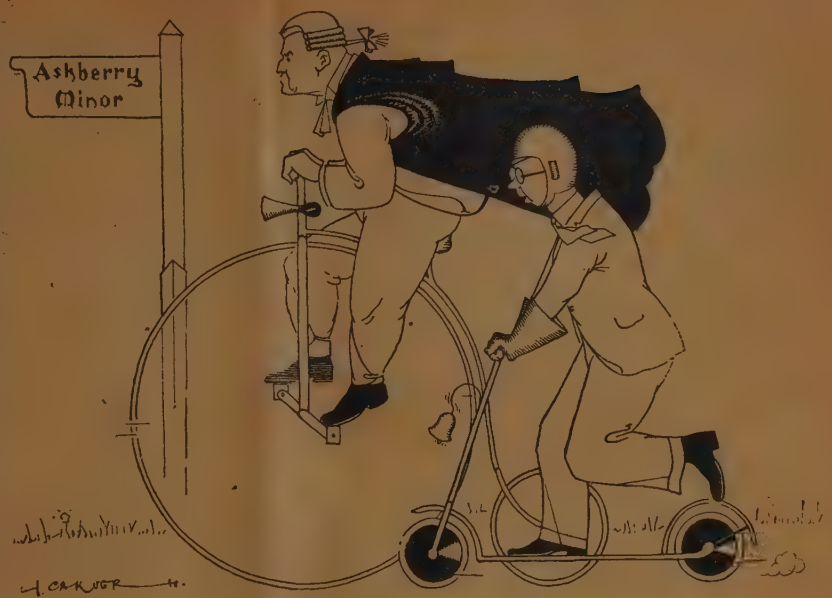
Council were at present not subject to the test of annual election, they must inevitably become indolent unless some other periodical stimulus were applied. Further, it was the essence of democracy that the leaders of any movement should be liable to be called to account for their errors or shortcomings, and no more direct or complete method could be imagined than an occasional blood-bath in the Continental style. Nothing would so confirm the public faith in the efficiency of local government as the knowledge that those employed in it were ready at all times to take vigorous action at the first sign of laxity within their own association. To carry out these periodical purges a ruthless strong-arm squad would be essential, but he thought there were still sufficient chief officers of the old school to provide the personnel. He himself would undertake the leadership, and the colour of shirt to be worn could be left to a small sub-committee to decide. Seconding, I cunningly reminded those present that only by liquidating some of the members of the existing council could they hope to create vacancies on it for themselves and so ensure their attendance at future conferences.

A mild, bespectacled youth from Bottlebury supported the principle behind our proposition, but thought the methods to be employed should be as humane as possible. He moved an amendment to include " by painless extermination " after " purge," and the clerk handsomely accepted the alteration.

Then came the first genuine opposition, from one of the district's representatives on the National Council. He resented what he described as a slur on the ability of the National Council. He thought that, having elected them, we ought to trust them implicitly and not hold over their heads the threat of liquidation.

The clerk responded that anyone having delegated vital interests to the care of others was surely entitled to deal suitably with them should they fail in their duties. To resist the liquidation of the inefficient was to bolster up inefficiency. He wondered whether the gentleman who had spoken was so doubtful of his own ability that he feared he would be among the first to be —er, dispensed with.

The National Council member indignantly rejected the suggestion that he was inspired by any personal motive, but insisted on putting an amendment incorporating the words " expresses its complete confidence in the present National Council " and consequentially amending the wording of the remainder of the motion. To our regret the amendment was carried. By this time our resolution read: "*That this conference expresses its complete confidence in the present National Council, but is of opinion that an annual purge by painless extermination on Russo-German lines would invigorate the said council.*"



". . . journeying to Ashberry Minor . . ."

". . . sufficient chief officers of the old school . . ."

Personally, I thought it rather contradictory, but that didn't greatly matter so long as the original intention was still embodied. Unfortunately, an interfering ass from Gargle-on-the-Water was still critical. He argued that there was a certain inconsistency between the first and second parts of the resolution, which would render it vulnerable to attack by the spokesman of the National Council, who in his opinion would be likely to oppose it even in its amended form. The first essential of a conference resolution, said Gargle-on-the-Water, was that it should be completely innocuous and non-controversial. Only then could it have any hope of success. To lay upon our delegates the burden of propounding a resolution with no hope of success was unfair and futile. It was not British and not cricket. He urged the district committee to delete everything after " existing National Council " and so present Conference with a clear proposition without confusing side-issues.

Again our resistance had no effect and the amendment was accepted. The " resolution of the Much Cowslip branch, as amended " was then unanimously approved for submission to the annual conference in the name of the Mid-Western district committee, and the chairman of the district committee congratulated us on our success in piloting our motion through the district committee. Mr. McDoodler will therefore propose and Miss Twittering will second "*That this conference expresses its complete confidence in the present National Council.*"

They ought to be very popular—especially with the members of the National Council.

READERS' FORUM

COST-OF-LIVING BONUS : MORE READERS REPLY TO DR. SYKES

Inequality of Income

ONE is apt to become cynical as with each crisis in national affairs comes the repeated call to sacrifice, while one has only to look around one's own country and, indeed, the rest of the world to see everything needful for providing a full and pleasant life for all scattered about in reckless profusion.

But we must sacrifice. "The vicious spiral of alternately rising prices and wages," Dr. Sykes reiterates (but not, fortunately, in those so well-loved words), leads to inflation, which must be avoided at all costs. So we must go short. Until when? Until we have learned the folly of paying men out of all proportion to their needs.

Does the company director need more food than the stoker, the town clerk than his humblest junior? Every man can live on £5-£10 a week clear income as far as providing material needs goes, so why expect some to live on much less and provide others with three or four times more than they require?

STANLEY K. REYNOLDS.
7, Queen Street, Chesterfield.

Soak the Rich First!

DR. SYKES has attempted to prove that members of N A L G O should not press for increases in salaries to meet the rising cost of living. The following points, however, should be considered:

(*a*) The cost of living index number is an attempt to measure variations in the cost of maintaining the standard of living of the working classes. As it represents necessities only, it is suggested that an increase, to meet the increased cost of living, be granted to all officers receiving less than £500 a year.

(*b*) Since employers did not take into account the number of dependants a wage-earner had when they were reducing his wages, this point should not be unduly pressed now. In addition, the suggestion that family allowances be paid, must be strenuously opposed. Probable results of such payments would be a reduction in basic wages and the substitution of bachelors and women without dependants for married men.

(*c*) The implication that N A L G O should not press for increases in salaries because the cost of living index number is inaccurate may be discounted. Officers in Glasgow have found that the general rise in prices is understated by the index number.

(*d*) The "vicious spiral," which Dr. Sykes and many others fear so much, can be avoided if the Government rigidly controls prices. Maintenance of the standard of living of the working classes will not of itself result in a vicious circle of rising prices and wages. Unless increases are given, what is to be the fate of the twelve million workers who have less than £125 per annum?

(*e*) Dr. Sykes apparently forgets that economic laws can apply with any degree of accuracy only in a society in which there is no interference by the State; as the British Government has "interfered" already in many branches of industry, they cannot apply to conditions here.

(*f*) On the question of restriction of consumption, it should be observed that the Government disapproves of expenditure on luxuries. Therefore, taxation of all incomes above £500 a year must be substantially increased before the standard of living of the poorer classes is reduced permanently. Confiscation of the entire excess over £500 is not too drastic a step. Alternatively, part could be confiscated and the rest "compulsorily saved," the rate of interest not to exceed that paid by the trustee savings banks.

(*g*) When the distribution of the national income is so unequal as it is at present, it is fantastic to talk of equality of sacrifice. There cannot possibly be equality of sacrifice as between individuals in receipt of over £10,000 and less than £100 annually.

N A L G O, however, should proceed at once to have two of Dr. Sykes' suggestions put into practice—namely, an increase in the salaries of the lower grades, and an investigation of changes in the cost of living of local government officers.

Finally, the National Executive Council must see that no more articles like Dr. Sykes' be published in LOCAL GOVERNMENT SERVICE. It is a trade union's business to see that the interests of its members are protected. The last place in which anti-working-class articles should be published is the official journal of a trade union.

ANDREW CURRIE.
21, Polmadie Road,
Glasgow, C.5.

Unfair Sacrifice

MAY I express, on behalf of my departmental colleagues and myself, appreciation of the article by Dr. Sykes. He must be complimented on his analysis of the economic effect of increased wages, necessitating increased prices and leading to the dangers of inflation, the avoidance of which must surely be the policy of N A L G O, to protect the lower-paid members of the Association.

But is it not a fact that the salary of such members was fixed, usually after considerable thought, with the intention of ensuring a living wage at a time when the cost of living was much lower than it is today? Would it be fair to ask such members to make a sacrifice to the extent of going without the necessities of life?

The first five recommendations made by Dr. Sykes for N A L G O's war-time policy are sound, but only in so far as they be taken as suggestions that N A L G O should lend its support to a nationally constituted body of representatives of *all* wage and salary earners, using the recommendations as a basis for formulating a national policy.

The sixth recommendation will not arouse much enthusiasm on the part of N A L G O members, most of whom are at present working to full capacity. The alternative recommendation has much to commend it. I would suggest, however, a claim for an increase on behalf of *all* members, with a recommendation to the better paid grades that, in the national interest, it would be desirable that they voluntarily forgo the increase.

Todmorden. "B. T. U."

Cut Profits—Not Incomes

DR. SYKES trots out well-worn themes and pedestrian economics, and I do not think that members of N A L G O will agree with his arguments and alternatives.

It is the Government's duty to be concerned, not so much with "vicious spirals" and asking employees to forgo wages increases, as with the maintenance of price levels and a standard of living which will ensure a fit and healthy nation. According to Sir John Boyd Orr's review and the B.M.A. standards, about half the population in this country was already below that level before September, 1939.

Dr. Sykes states that if wages were increased "employers would find that the costs of labour needed to produce goods and supply services of all sorts were higher than before." And so the employer, in pursuit of profit levels, raises the cost of the commodity or service because "labour" as a cost of production has increased. We must avoid this, says Dr. Sykes, by forgoing wages increases. What nonsense!

I think that "rent, interest, and profit" which accrues to the owner of the means of production (by which is meant land and capital) is the thing which must be sacrificed, and be strictly maintained at a level sufficient to replace (and, of course, if necessary, extend) plant, machinery, buildings and those things we know as "capital goods." This extra finance needed by the Government should not be forthcoming at the expense of the standard of living of the wage earner, in which I include the local government officer, civil servant, or industrial worker. I agree that economic effort will be directed more towards the war effort than the breakfast table, but I think that the rise in the general price level

(Continued on page 102.)

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		July 13—August 31	£3 15 0
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£50 for surgeon or anaesthetist at one or a series of operations.

£2 2 0 a consultation, or £6 6 0 a year, for specialist's fees

£5 5 0 a week or £21 a year for nursing home, hospital, or qualified nurse at home

£10 10 0 a year for x-ray, electrical treatment, or massage

£7 7 0 for tonsils or adenoids operations and illnesses involving those operations

Costs of pregnancy and childbirth in excess of normal

Total of £50 a year

Note : In the above, the word "year" refers to any period of 12 months.

NALGO PROVIDENT SOCIETY, CROYDE, BRAUNTON, DEVON

(Continued from page 100)

of commodities has already put a heavy burden on a majority of the community.

Dr. Sykes says that our imports of civil goods and services will inevitably fall. This is a one-sided argument. If we have virtual control of the seas (as our Government spokesmen imply) then the restriction of imports is a policy and not a necessity. Agreed that we may have to sacrifice shipping space to war material, but surely the import of adequate foodstuffs is also essential to the war. If it is a question of policy, i.e. of exports exceeding imports, then overseas investments which are outside the British Empire must be realised.

Any proposal that would tie NALGO (as a trade union body) to the apron strings of any particular Government's policy is an acceptance of those "totalitarian" ideas against which we are supposed to be fighting. NALGO came into existence, as did every other organisation for collective bargaining, to defend the position of otherwise defenceless local government officers. As a body representing the economic interests of its members, it should place the onus on the Government to prevent the rise of the general price level, and otherwise adopt a minimum policy (strictly avoiding all pitfalls such as family allowances, etc.) of a full increase, commensurate with the rise in the cost of living, for officers with less than say, £208 per annum. I do not think that an increase is warranted in the case of officers with a salary above, say, £400.

113, Lawefield Lane, J. N. AIREY.
Wakefield.

What is NALGO Doing?

THE civil service unions are campaigning actively, by means of mass meetings all over the country, and press publicity, for an adequate cost of living award. The peculiar methods which civil servants do not disdain to use are generally successful.

But what is NALGO doing while prices rise? Pious and vague phrases are forthcoming, not to speak of articles in "L.G.S." proving that the rise in prices is due to rising wages. So far, this rise in wages has not been observed by local government officers.

It is true that some two million workers have had an average increase of three shillings per week, but this, it should be noticed, is in respect of pre-war claims based upon pre-war conditions. Can the substantial rise in the cost of living honestly be attributed to this cause?

It might be useful if some of our valuable space in "L.G.S." were devoted to a study of the inflationary effect of the increase in *unearned* incomes, derived from profits, investments, subsidies to railways, agriculture, shipping, and so forth—always with the proviso that some NALGO members know that the incidence of taxation does not fall most heavily upon shareholders, investors, and speculators.

Glasgow. J. S. COVENTRY.

A glance at page 113 will show what NALGO is doing. And what have the civil servants obtained?

DO WE SACRIFICE ENOUGH? A Retort to "Councillor"

I READ with dismay the article by a Yorkshire U.D.C. member. Has the Journal become a platform for the employer's side, I thought? Is this what I pay my subscription for, a payment which now, more than ever, makes a substantial hole in my pocket?

The article itself is full of what, to me, are nonsensical remarks: "Our national failing is the worship of prosperity"; NALGO's aims are "too material." To an underpaid and harassed officer, this is simply a grim joke.

The worthy councillor refers to "the workers in general" surrendering claims for increased wages. May I remind him that some millions of workers have already received increases and, from the signs at present, are not likely to leave it at that More power to their elbow!

He quotes Mr. Chamberlain with approval regarding cost of living increases, but when he deals with service pay, conveniently forgets that the Government is making up to civil servants the full balance of pay. Is the State to be an example only when it suits our councillor?

Further, I know that conscripts, far from wishing to see civilians reduced to their level of subsistence, would appreciate it more if they were paid a living wage themselves instead of depending, as many of them do, on public assistance, and other forms of charity.

The most significant sentence in the article is the councillor's approving statement that "Hitler . . . is the apostle of the ideal of sacrifice . . . To defeat him we must emulate . . ., etc." That remark puts the councillor where he belongs. We want no encouragement of such men by the editor of "L.G.S." Your duty, sir, is to present your members' case, not the opinions of Hitler-loving councillors. We can see ourselves as others see us every day in the "yellow" national press.

Glasgow ELL.

THE DELEGATE CONFERENCE "Undemocratic Procedure"?

THE Societies (Miscellaneous Provisions) Bill is not yet in force. Our N.E.C. which, it was reported at a recent meeting of the Glasgow executive committee, is against the bill, has nevertheless wasted no time in applying its provisions. So now we are to have an annual conference composed more than ever before of heads and sub-heads of departments.

There is worse to come. So limited is the representation that at the Scottish district committee it was announced that only twelve delegates were allocated to Scotland. Thereupon the district committee resolved that not more than one delegate should attend from any branch. Glasgow branch representatives, acting for one-third of the Scottish membership, very properly declined to co-operate in this arrangement, and "Brodie, Glasgow" will apparently not appear at Conference this year unless the N.E.C. intervenes.

The Scottish district committee cannot be blamed for the bad situation which exists. The N.E.C. must be held responsible. It has anticipated a measure which is undemocratic and it has applied it in spirit and in letter. Such difficulties as there are in the way of having a full Conference could substantially be overcome if the will to do so existed.

"Jackass'" witty articles always contain, in the opinion of Glasgow members, a grain of truth Much Cowslip and Glasgow have many features of branch life in common. This new measure of absolutism demands special vigilance from "Jackass," otherwise we shall be unable to distinguish between what he reports half in jest, and what the N.E.C. ordains in grim earnest.

W. M. MONCRIEFF.
City Collector's Office,
Glasgow, C.1.

We cannot understand how, when the number of delegates must be restricted—for reasons of which the N.E.C. must be presumed to have closest knowledge—it is "undemocratic" to limit representation to one delegate per branch, as most district committees have done. Surely it is more democratic to give Glasgow one delegate and the other Scottish branches—whose needs may differ from those of Glasgow—eleven, than it would be to allow Glasgow four and the rest of Scotland eight only. Scotland's delegates have now been increased to sixteen.

MEMBERS WITH THE FORCES Hospitable Hastings

I HAVE read with interest your comments on helping members with the Forces. As I happen to be in the vicinity of Hastings I can fully appreciate the remarks of Mr. Grainger in the February number; the Hastings branch leaves nothing undone to help members serving locally. Only this morning I met a member of the branch. His only worry was that he was anxious to ascertain the unit to which a certain member of NALGO had been posted.

On behalf of quite a number of members here I must say how much we appreciate this hospitality and the interest which is being taken by the branch on our behalf. I am unable to give my regimental particulars, but I am a member of the L.C.C. branch.

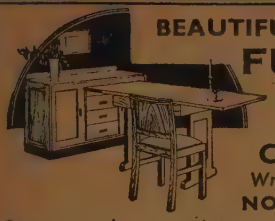
Hastings. W. W. COOPER.

A BRICKBAT AT "L.G.S." Scotland's Claims

I AM very disappointed to read in your February issue that owing to lack of space the judgment of Lord Keith *in causa* F. G. Peddie v. Cupar town council has been crowded out and the promise made in the January issue thereby broken. The February issue of the LOCAL GOVERNMENT SERVICE contains 30 pages and two thirds of a page is all that appears to be allocated to "Scottish Notes." Are the Scottish members not entitled to at least 11/80ths? While I quite appreciate some of the humour of the "Service," I feel that more of its pages could be taken up by matter more instructive to the various professions that make up local government officialdom.

A TOWN CLERK IN SCOTLAND.

Our correspondent is rather premature about the report of Peddie v. Cupar council. A summary appeared last month—as was promised in February. Had we printed the original version it would have occupied nearly a page, and few of our readers not trained in law would have understood the legal phraseology. On the general question, we welcome readers' views. Our policy is to make the journal as instructive and entertaining as possible to all *our* 125,000 *readers rather than to cater for the special interests of groups, whether geographical or professional.*



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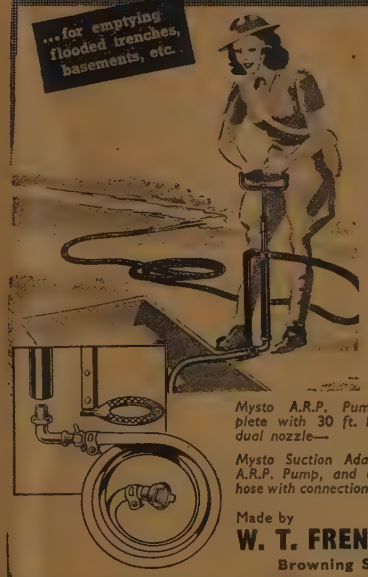

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SHOULD COUNTY COUNCILS BE SCRAPPED?

Mr. Bertram Finch's proposals for the overhaul of local government, printed in the February journal, have aroused the fury of some county members, two of whom here contest vigorously his suggestion that county councils are "complete anachronisms" and should be abolished.

From W. S. STEER, County Education Office, Exeter.

I FIND it difficult to believe that Mr. Finch seriously thinks that the adoption of the proposals he advocated in his essay in the February journal would result in the simplification and improvement of the local government machine.

Space will not permit of a detailed discussion of all the various "reforms" suggested, but I should like to refer in particular to his major structural reform. This, stated briefly, envisages the abolition of county councils; the transfer of their minor functions to the remaining existing units of local government and of their major functions to the newly created *ad hoc* authorities which would be established; and, in addition, the creation of regional planning authorities with, presumably, wide powers of control and coercion. It is claimed that these radical changes are justified because "with notable exceptions, county councils are now complete anachronisms devoid of intelligent relationship with modern conditions," and because "the average citizen is bewildered by incomprehensible overlapping of authorities and departments."

In my view, the charges brought against the county councils are unwarranted; moreover, the remedy suggested would not achieve the cure expected of it, but would, in fact, create maladies immeasurably greater than any existing at present. Although, perhaps, exceptions may be found in the few urbanised counties, it cannot be maintained that the average county council in a rural county is "remote and out of touch with modern conditions." The majority of the county councillors in a rural county are prominent members of their local urban or rural district council. For example, in my county, out of a total of 112 members of the county council, no fewer than 70 are also members of district councils, and doubtless a similar story would be told in other rural counties. By the fact of this dual membership of the bulk of its personnel, the county council is acutely aware of the interests of the minor authorities.

Even were it conceded that the present system of county government leads to confusion and overlapping, it can hardly be questioned that the introduction of *ad hoc* bodies for dealing with the major functions would make that confusion worse confounded. The most ardent enthusiast for the creation of special authorities would not claim that their introduction would simplify the local government system. Each roads board or council, education board, housing board, police board, town planning board, hospitals board, public assistance board, etc., would govern what was decided to be the most suitable area from the point of view of technical efficiency. Each of these areas would probably be different in size, and would either wholly contain some other area or zig-zag across the others' frontiers. The lessons of history in this country and of present-day experience in Amercia show that such a system can lead only to chaos which would bewilder the expert—to say nothing of the already "bewildered citizen."

Apart from the initial practical—but very real—difficulty of determining the optimum area in each case, there are other grave difficulties and disadvantages which would be encountered.

In the first place, there is the problem of representation on the new special authorities. If Mr. Finch's suggestion is followed, how is the membership to be equitably apportioned between the various classes of local authorities in the area without the body becoming hopelessly unwieldy? Further, is local civic spirit, and particularly that fine record of voluntary public service which is such a marked feature of county administration, to be destroyed with but doubtful compensatory gains? In spite of what some critics assert, there exists a very large measure of "county consciousness" and among the personnel of the county councils there is a tradition of unstinted, disinterested, and unrecognised voluntary service which is not surpassed by any other body of elected representatives.

Again, it does not follow that because *ad hoc* bodies such as the Metropolitan Water Board, the London Transport Board, and the Joint Electricity Board, are successful, the extension of the same system would be successful if applied to such services as education, hospitals, and public assistance. The fundamental problems are essentially different. In the first case, the boards administer public utility services which yield a return, and the decisions to be taken are confined mainly to technical matters. In the second case, the services are onerous ones which have to be financed out of public funds: and questions of policy arise which involve "human" problems and necessitate decisions concerning the conflicting claims of different localities for the settlement of which knowledge of local conditions is essential. It is of the utmost importance that those who are so closely affected by the decisions taken on such questions should have the opportunity of making their views known to an accessible body whom they could feel would appreciate their special local needs. This condition is fulfilled by the county council, but is not capable of fulfilment by what may be truly described as a "remote" *ad hoc* authority.

One further difficulty must suffice—although there are many others. How does Mr. Finch propose to finance the *ad hoc* authorities, and what financial readjustment does he suggest for the district councils? Presumably the special authorities are to precept from the rating authorities, subject, of course, to "suitable safeguards"—although it is difficult to see how these can be imposed. If so, he is substituting a dozen or so precepting authorities—which he finds so obnoxious—for one, and every trace of co-ordination in local authority budgets vanishes. Similarly, how is the poorer rural district to pay for its increased importance? At present, the "benevolent" county council equalises the burden over the whole county, and the poorer district is subsidised. Is the poorer rural district to be self-supporting or is the county contribution to be replaced by increased grants-in-aid, with consequent increased central control?

These considerations among others lead to the conviction that to abolish the county as a unit of local government would be a major disaster, and would create far more and greater problems than would be solved

"ARROGANT AND UNENLIGHTENED" VIEWS

From R. T. SHEARS, The Castle, Exeter

I WAS surprised to notice that apparently no reply had been made in the March issue of LOCAL GOVERNMENT SERVICE to some of the extraordinarily arrogant and unenlightened statements in the article in the February number by Mr. Bertram Finch. This omission was probably due to the tremendous accession of work in county districts due to the war.

Arguments for and against the retention of any type of local authority now performing valuable services to the community could be developed *ad nauseam*, but NALGO has rightly disassociated itself from any attempt to arbitrate upon the respective merits of county as opposed to urban or borough government.

Mr. Finch advocates the abolition of county councils, which he crudely describes as "complete anachronisms, devoid of intelligent relationship with modern conditions." Parliament in its wisdom has placed upon county councils within the past decade greatly increased responsibilities, and duties, which could certainly not be performed by bodies of the type mentioned by Mr. Finch.

I observe that he advocates the revival of the parish, so we have on the one hand the Ministry of Health advising the abolition of parochial rates in order to obtain improved water supplies and sewage arrangements in the country districts, and on the other hand Mr. Finch suggesting the parish pump as the "focal point for local affairs."

Every keen observer of local government must have noticed that the trend of intelligent thought has not been towards, but away from, the parish pump, and the narrow parochial view upon local government matters. NALGO itself has found that the chief stumbling block to the campaign for proper salaries in rural districts has been the smallness of the unit of local government, and finds the only practical solution to this to be the effective review of county districts under the Local Government Act, 1929. I presume that Mr. Finch has not heard of the review of county districts, and it would do him good, I think, to spend a few weeks at Much Cowslip studying local conditions.

NALGO DELEGATE MEETING, 1940

The Delegate Meeting which is taking the place of the Annual Conference this year, will be held at the Central Hall, Westminster, London, on May 11. Proceedings will begin at 9.30 a.m. and there will be an adjournment for lunch from 12.30 to 2 p.m. The Metropolitan District Committee is arranging a dinner and concert at the Holborn Restaurant in the evening. Details will be circulated to delegates by the hon. social secretary, Mr. Percival W. Bond, Town Hall, Walthamstow, E. 17.

NOTICES OF MOTION

1. Payment of Subscriptions during Service with H.M. Forces.

Submitted by the West Midland District Committee.

(*a*) That members of the Association serving with H.M. Forces and receiving £26, or less, nett salary from their employing authorities, be excused payment of subscriptions during the time that they are so serving, and that the rights and privileges attaching to membership of the Association be retained by such members ;

(*b*) That the National Executive Council be requested to arrange for any amendment of the rules and/or constitution of the Association necessitated by the above resolution.

2. *Submitted by the North-Eastern, Southern, Scottish, Yorkshire, and East Midland District Committees.*

That such alteration as may be necessary be made to the Rules and Constitution of the Association to allow members of the Association, whose subscriptions were fully paid up to the date of their joining H.M. Forces, to be excused further subscription payments during the period of service with such Forces, and to retain their membership status.

3. Evacuation of Association's Staff.

Submitted by the Southern District Committee.

That in view of the experience gained since the outbreak of war, the retention of NALGO Headquarters at Croyde Bay Holiday Centre is considered no longer necessary, and that arrangements be made for the return to London of as many of the personnel as possible.

4. Re-election of the N.E.C. and Cancellation of the Annual Conference.

Submitted by the North-Eastern District Committee.

(*a*) That this District Committee views with much concern the action of the N.E.C. in re-electing itself for the duration of the war and asks that the decision shall be reconsidered with a view to the proper method of appointment being re-instituted. Furthermore, the appointment of the N.E.C. should in no case be for a period exceeding twelve months.

(*b*) That this committee deprecates the action of the N.E.C. in cancelling the Annual Conference for 1940 and holding a one-day Delegate Meeting in place thereof, and urges that such action will not be repeated in future years.

5. Local Government Staffs (War Service) Act, 1939.

Submitted by the Southern District Committee.

That in view of the influence of decisions of County Councils upon other local authorities, where any County Council has not made decisions under the provisions of the Local Government Staffs (War Service) Act, 1939, or has made unfavourable decisions, and where the Branch concerned has neglected to take measures or, having taken action, has failed to secure favourable decisions, the National Executive Council be urged to take all necessary action, in accordance with the powers conferred by the resolution contained in Minute No. 17 of the Annual Conference, 1939, to secure satisfactory decisions by such authorities.

NOTE : Minute 17 of the 1939 Conference reads :
That in order to assist in carrying out the national campaign on salaries and improved conditions of service for local government officers, this Conference authorises the National Executive Council to take such action with any local authority (with or without the consent of the branch concerned) as it may deem necessary.

6. *Submitted by the Scottish District Committee.*

That as the Government has refused to make the Local Government Staffs (War Service) Act compulsory, this Conference urges District and Branch Committees to carry out local campaigns to secure the payment of the full balance of civil pay to local government officers on war service.

7. *Submitted by the Eastern District Committee.*

That the National Executive Council be instructed to consider the effect of Section 10 of the Local Government Staffs (War Service) Act, 1939, and to take any necessary action.

NOTE : Section 10 of the Local Government Staffs (War Service) Act, 1939, reads :

10. Notwithstanding anything in any enactment :

(a) a person shall not be disqualified for being elected or being a member of a local authority by reason only that he is employed in civil defence service for reward during the period of the present emergency by or under the direction of the authority, or a committee or sub-committee of the authority, or a board, committee or sub-committee a member whereof is appointed on the nomination of the authority ; and (b) a person who is or has been a member of a local authority shall not be disqualified for being employed as aforesaid.

8. War Service Pay—Cases of Hardship.

Submitted by the Metropolitan District Committee.

That the National Executive Council be instructed to take appropriate steps to deal with cases of hardship arising through non-payment of the balance of civil pay to officers called up for service in H.M. Forces.

9. Whitleyism.

Submitted by the South Wales and Monmouthshire District Committee.

While noting the growth and progress of Whitleyism, this Delegate Meeting urges the National Executive Council to continue with unabated zeal its efforts to obtain legislation to make membership of Whitley Councils compulsory on all local authorities.

10. Cost of Living.

Submitted by the South Wales and Monmouthshire District Committee.

This Delegate Meeting deplores the delay in securing an adjustment of local government officers' salaries to meet the cost of living ; considers the award of the National Whitley Council of 6% to meet an increase which is actually nearer 20% totally inadequate, and instructs the National Executive Council to pursue the issue of compensation for war conditions with greater energy and determination ; and that in any future settlements the especial hardships occasioned to the lower-paid officers in the service should be recognized by the adoption of a more equitably graded scale of bonus which shall be weighted in favour of the lower salary grades and incorporate a minimum bonus to be not less than is being received in industry generally.

11. *Submitted by the South-Eastern District Committee.*

(*a*) That this meeting, whilst reserving to the National Association of Local Government Officers the right to take such action as may from time to time be necessary in face of increases in the cost of living, urges H.M. Government to make all possible efforts to maintain the supplies and to control the prices of essential commodities so as to preclude the necessity of successive additions to salaries and wages by reason of increases in the cost of living.

(*b*) That copies of the foregoing resolution be sent to the appropriate Ministers of State.

12. *Submitted by the Scottish District Committee.*

That in view of the lowering of the real earnings of local government officers, due to the rise in the cost of living, this Delegate Meeting considers it necessary for District and Branch Committees, in addition to the National Executive Council, to carry out campaigns to secure increases in salaries which will adequately meet this rise.

13. Members Serving with the Forces—Protection of Status.

Submitted by the North-Western and North Wales District Committee.

That this Association urges upon local authorities the necessity for ensuring that members of their staffs who have joined H.M. Forces should, on resumption of their normal duties, be granted such seniority as could be assumed would have been the case had not the officers served with the Forces, and that a salary commensurate with such seniority be paid to the officers concerned, and that the National Executive Council be instructed to take all possible steps to implement this resolution.

14. Injury Allowances in respect of Officers fulfilling Civil Defence Duties.

Submitted by the Metropolitan District Committee.

That the National Executive Council do urge H.M. Government to provide a scheme for payment of injury allowances and/or pensions, not inferior to those applicable to members of H.M. Forces, to local government officers or their dependants if the officer suffers injury or death whilst fulfilling Civil Defence duties.

15. Salaries and Service Conditions.

Submitted by the Metropolitan District Committee.

That in view of the necessity of uniformity of action during a period such as the present war and in order that the national effect of local action shall have due consideration, this Delegate Meeting resolves :

That Branches be instructed to submit immediately to Headquarters detailed information of all proposals arising within the authority(ies) covered by the Branch which would affect the interests of members in respect of salaries, service conditions, or other kindred matters.

16. Employment of Women in the Service.

Submitted by the Scottish District Committee.

(*a*) This Delegate Meeting urges that in view of the tendency to replace men by women officers as a result of war conditions, it is necessary immediately to secure the application of the principle of equal pay for equal work ;

(*b*) This Delegate Meeting further urges that failure to secure the application of this principle would cause the ultimate displacement of men by lower-paid female labour.

17. N A L G O's Education Programme.

Submitted by the North-Western and North Wales District Committee.

That this Delegate Meeting welcomes the resumption of activity on the part of the Education Committee of the National Executive Council, and strongly urges the Committee to continue to press forward its education programme as far as war conditions permit.

18. Benevolent and Orphan Fund.

Submitted by the North-Eastern District Committee.

That until the financial position of the Fund improves all profits resulting from the sale of diaries, N A L G O badges, and sports wear, be utilized for the purposes of the Benevolent and Orphan Fund.

19. Divisional Office—North-Eastern District.

Submitted by the North-Eastern District Committee.

That this Delegate Meeting instructs the National Executive Council to make immediate provision for a District Office within the North-Eastern District.

20. Medical and Surgical Benefit Scheme.

Submitted by the Eastern District Committee.

(*a*) That this Delegate Meeting regrets to learn the decision not to proceed with the scheme for the establishment of non-cash medical and surgical benefits, and this Meeting feels strongly that the need for the establishment of such a scheme is more urgent than ever at the present time and that the outbreak of hostilities makes it none the less necessary ;

(*b*) That this Delegate Meeting instructs the National Executive Council to give consideration to the matter in accordance with the following terms :

That whilst retaining the existing cash benefit table for those members wishing to contribute thereto, the Management Committee of the N A L G O Provident Society be urged to consider the question of

1. The extension of the Society's existing sickness benefit scheme by the introduction of non-cash medical and surgical benefits so as to provide for insurance against medical charges in times of sickness of members of the Association ;
2. The inception of a separate scheme on similar lines for the families of members and that the Management Committee be authorised to take all necessary steps to secure the commencement of one or both of these schemes as soon as possible after the next annual meeting of the Society.

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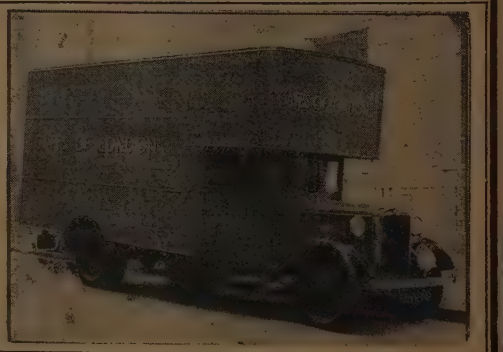

WHAT A MUNICIPAL STRIKE IS LIKE

What would happen were the municipal services in our towns and cities suddenly to come to a standstill? This, happily, has never occurred here—but the experience of Dublin where, for 17 days last month, a section of the municipal staffs was on strike, gives some idea of the results. In the article below, a Dublin correspondent describes the effect of the strike on the people.

ON February 29, about 2,000 employers of Dublin Corporation, mainly manual workers, went on strike following the rejection of their demand for an all-round increase in wages of 8s. a week.

The following services were affected:

Cleansing	Libraries
Disinfectant Depot	Street Lighting
Abattoir	Markets
Art Galleries	Public Baths
Waterworks	Weigh-houses
Main Drainage	Fire Brigade
Paving	Ambulances

Housing (including rent collecting).

The most serious aspect of the strike at the outset was the absence of an adequate fire brigade to cope with possible outbreaks in a city of 500,000 people, with many tenement slums. About a dozen officers only remained on duty and citizens were told that they must extinguish small fires themselves and call on the brigade only in the event of serious outbreaks. Ambulance services were discontinued, and the city manager appealed to motorists to convey accident cases to the hospitals. Help was also given by the St. John Ambulance Association and another private ambulance.

On the morning of Monday, March 11, a score of non-commissioned officers and men from the military fire brigades at the Curragh Camp and Athlone, together with a number of telephone operators from the Army Corps of Signals, arrived in army lorries at the Dublin Central Fire station and took over duty as firemen.

Appeals were also made to the citizens to be sparing in the use of water, since bursts which could not be repaired might reduce the pressure; to keep the streets tidy in front of their premises; and to burn or bury all rubbish. In one suburban street a water main burst sent thousands of gallons flowing into the drains throughout the strike.

The community responded well to the appeal to keep the streets clean. Here and there little heaps of litter accumulated. The worst accumulations were in the street markets where traders were afraid to remove their debris after three unknown men had stopped them doing so.

The instruction that citizens must dispose of their own domestic rubbish was not so difficult to carry out as might be thought, since gardens are plentiful in the city. Nevertheless, there were some dangerous accumulations of stinking waste.

On March 9, Mr. Sean MacEntee, Minister for Industry and Commerce, stated in Dail Eireann that the Government was ready to use "all the means at its disposal" to ensure that the live-stock trade, and the vital economic interests of the community dependent upon it were not jeopardised by the extension of the strike to the cattle markets. Nevertheless, the two weekly markets held in the city since the strike began—and the Dublin Metropolitan Cattle Market is one of the largest in these islands—were seriously hampered by the fact that the strikers would not permit the market lairages to be used. The second market saw the smallest attendance of English buyers for many years, and sales had to take place in the private yards of the cattle salesmen and auctioneers.

The public abattoir closed after all the beasts in it had been disposed of, and thereafter meat for the city was killed in private slaughter-houses, many of which would not normally be tolerated.

Some street lamps lit by corporation lamp-lighters were extinguished from the beginning of the strike; others, operated by clockwork which has to be wound up by hand every fourteen days, began to go out after the strike had been in progress for some time. Had the strike continued, a complete black-out would have by now existed in a city which has so far escaped this war-time affliction. Shopkeepers were asked to relieve the darkness by keeping their window lights burning.

All parks and recreation grounds, including the children's playgrounds, were closed, and the corporation ferry service across the Liffey was brought to a standstill.

The corporation's clerical staffs remained at work throughout the strike—which ended on March 16—and rents were paid at the city hall and various sub-offices.

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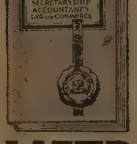

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G3/2. April, 1940.

METROPOLITAN COLLEGE
(G3/2), ST. ALBANS

Humour

If I am asked: "What is a sense of humour?" I should reply with examples drawn from the life of the Duke of Wellington, who, when he read his old dispatches, said: "Damned good! How did I manage to do it?" And when he inspected his army: "I don't know what effect they will have on the enemy, but, by Heavens, they frighten me!"

—*Montague Slater.*

* * *

The Retort Courteous

Noticing an elderly lady standing at a busy New York street corner, a traffic cop piloted her across. She apologized for her age and infirmity, but the cop gently patted her back. "Forget it, lady," he said. "To me you're just twenty-one plus."

—Meyer Berger in
"The New York Times."

* * *

Local Government Postbag

My best thanks to the correspondent who sent me the following letter addressed to a Local Fuel Overseer. I am not quite sure that it is entirely suitable for this austere column, but I print it, nevertheless. (Which reminds me of the effort of the police court reporter who once wrote: "The details of this case are quite unprintable and are as follows."):

Dear Sir,

Your Letter to hand Feb. 5 you Say I have Not made Application for Registration as a Licenced Merchant in the Borough of ——. Nor do I want too, Mr. ——. is the only one I have Supplied Coal too and that as got Nothing whatever to do with you as he was Supplied by me Long before Coal was Rationed, But you I thing ought to know there are two sides to a Ladder, and this dam fool owes me over 2 pounds for Coal, So I Would be very pleased if you Could let me know who is taking him Coal Now So that I could Let him KNOW the truth, he and his Wife Will Pay Nothing and they are both Working over time. do you Work for Nowt.

Yours ————————

Now you Know What this Devel his.

if I Was a Local Fuel Overseer I Would inquire before I Let another Coal Merchant in With these Sort of People.

This B—— will pay Nowt But if he does Not Pay me I will Bump him off.

* * *

Conjugal Rights

It was alleged that when police officers visited Mrs. Hopkins's house to arrest a man wanted for burglary, she pushed the two out on to the pavement and screamed abuse at them. She aimed a kick at Detective-sergt. Lawrence and bit P.-c. Titheridge's left thumb to the bone.

Mrs. Hopkins, pleading not guilty, said she thought she was biting her husband, and not the officer.

—*Evening Standard.*

* * *

The Wonders of the U.S.S.R.

An American was being shown a big Soviet sign factory. "We turn out about 500 signs a week," proudly said the Russian. "and when business demands it, we can step it up to 2,000."

"Amazing!" said the visitor. "By the way, what do the signs say?"

"'Elevators not running,'" was the answer.

—*Walter Winchell.*

"A book," said Dr. Johnson, "should show a man either how to enjoy life or how to endure it."

AT RANDOM

By "HYPERION"

Drawings by RAMSAY DICKSON

A Minister Crystallizes

Mr. Ernest Brown crystallized the unemployment problem when he told Parliament that it was really a question of finding jobs.

—*Oxford Mail.*

* * *

S. A. Male

I am a shy, retiring sort of chap, and not a great success at parties. The girls all flock round a man I know who can waggle his ears. How is it done? Or can anyone suggest an equally successful party trick?—"Wallflower". (Manchester).

—*Letter in Daily Sketch.*

* * *

Passion's Pawn

"On the face of it there doesn't appear to be any objection," as the bold air raid warden observed when he made a pass at the dainty little policewoman who, it turned out later, was wearing her gas mask.

* * *

Definition

Existence may be defined, then, as detensive, retrotended protension.—*From a thesis.*

You've got to eat, too.

* * *

Competition

I offer a prize to any reader who can identify the following quotation, which seems to me particularly apposite to the present times. I will give you one clue—they are not the words of any living statesman or any statesman of the last century:

"*No one from the beginning of time has ever persuaded us to throw in our lot with might that was not right, to accept the security of slaves, or to shirk at any moment of our history the risks of the battle for pre-eminence, for honour, and for renown.*"

Strip-Tease for the Troops?

This notice, issued by Army Headquarters somewhere in England, is arousing much speculation among the troops:

"*Members of the Women's Army Territorial Service are required to show their pink forms when called upon to do so.*"

* * *

Mongrel English

Some years ago I referred in this column to Mr. A. P. Herbert's book, *What a Word,* in which that versatile writer denounced "Whitehallese," "Officese," and other abuses of the English language.

In a talk which he broadcast recently, Mr. Herbert continued his diatribe against those who speak or write about public affairs "in words bulging like bolsters and phrases like feather beds—fat Latin words like 'reconditioning' and 'decontamination'; phrases like 'the co-ordination of our economic resources,' or 'mutual bilateral non-aggression.'

"We are," he said, "entitled to suspect the character and competence of any department, any party, any politician, who stuffs the public mind with woolly, knobbly, half-baked, flabby or slushy words."

The words "evacuation" and "evacuees" arouse Mr. Herbert's wrath. Why not, he suggests, use "scatterers"—or even "scatterees" instead of that monstrous word "evacuees"? Or, as someone else suggested, why not use "scats" and "scittens," the former to be applied to mothers and the latter to children.

Let us quote our last extract from Mr. Herbert's talk:

"If Nelson's immortal signal, 'England expects that every man will do his duty,' had been written by one of our fat word-breeders in Whitehall, it would probably have read, 'England anticipates that with regard to the current emergency, personnel will duly implement their obligations in accordance with the functions allocated to their respective age-groups.'"

* * *

War-Word Weary

Whenever Peace comes limping back
We'll hope at once to see
An end to words like "Aryan,"
The noun "Totalitarian,"
And that Whitehall barbarian—
The term "Evacuee."

For "A.R.P." will lose its point
And "A.F.S." its fire;
But, as the war's alarms abate,
No matter how we clean the slate,
Our minds to "decontaminate,"
There'll linger one desire.

Discarding other war-born words
This still remains my pledge—
As "Black-out" fades within its pall
And "Blitzkrieg" passes with them all—
The savour I shall still recall
Of "offal and two veg."

— L. B. W. in the "Weekly Dispatch."

* * *

Terse—and to the Point!

A writer in "*Le Matin*" summed up Paris opinion on the gallant defence put up by the Finns in these words:

"Mannerheim towers above Voroshiloff as definitely as the Eiffel Tower lifts its height above the latrines of Paris."

Modern Times

Aeroplanes are now turned out like sausages —*News Item.*

Overheard in the Black-out

"Anyway, I'm glad *I* didn't eat rhubarb leaves in the last war. They all told us what wonderful vegetables they were, and then they ate 'em and died!"

* * *

"It's the only way to keep sane in this war."

(*Unfortunately, I didn't hear—what was, or I'd have passed it on.*)

* * *

"Thanks to old Haw-Haw *and* the Ministry of Information, I'm just about "propaganda-proof"!

* * *

First Nazi Peerage

Our old friend Lord Haw-Haw has had conferred upon him the title of Baron Bray Man of Bremen.

Brotherhood of Man Dept.

(*From a war dispatch.*)

Frankly, no one in his heart thinks that a battle story will develop here, but at the same time none dares to predict what Hitler will or won't do. Reporters here fret over the lack of news, but there is no personal resentment toward the field officers in charge.

* * *

A Note for Teacher

Dear Miss M——,

Luther was late this morning due to his stomach which stayed home for yesterday morning.

* * *

A CORRECTION

Alderman Charles Terry, of Redditch, points out that a paragraph in the February "At Random," and the accompanying cartoon, conveyed a wrong impression of the statement attributed to him, that "he would not go into a trench for protection from a German bomber, and he thought children would be safer out in the open dodging aeroplanes."

When he made that statement, Alderman Terry was criticising a proposal to accept an estimate of £60 for an air raid shelter for 620 children. He intended to convey that such a shelter would be worse than useless, and that children would, in fact, be safer in the open.

Our paragraph was based on a newspaper report which did not convey these facts, and we readily apologise to Alderman Terry for any concern which this misinterpretation of his remarks may have caused him.

The Modern Girl

To protect its staff, the Bank of England last winter built an underground air raid shelter. A.R.P. officials sent an elaborate health questionnaire to all employees to find out if they could withstand prolonged imprisonment in the narrow, crowded shelter. Among the questions was: "Do you suffer from claustrophobia?"

To the amazement of the organizers, 95 per cent of the women employees answered "Yes." Calling in the chief of the women's division, the organizers asked her if she had explained to the girls exactly what claustrophobia meant.

"Oh, yes," said she. "I told them it meant being afraid of confinement."

* * *

Tail-Piece

Herr Glaubenicht's Weltpolitikgesellschaftvereinhauptbureau announces that

the Russian statement, in German, that "side by side with the Soviet soldier marches the Communist propagandist, bearer of truth and a higher culture," was inserted in the message by Mr. Churchill. —"*Beachcomber*" *in the* "*Daily Express.*"

HELP YOUR COUNTRY AND HELP YOURSELF

Of the great deal which has been written recently about compulsory saving, one fact stands out clearly; if we are to win the war, each person must divert some of his income into channels which represent the nation's savings.

We are not suggesting that you should take out a Nalgo Endowment Policy primarily to help win the war. But it *will* help.

In other words. Take out a NALGO policy now, and:

Secure a splendid investment;
Save on your Income Tax; and
Help preserve national economic stability.

EXAMPLE of 35 YEAR POLICY TAKEN OUT at AGE 25 Next Birthday

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Monthly Cost		3	4			
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Cost in premiums over whole term ...	70	0	0			
Less Income Tax rebate at 3/9 in £	13	2	6			
Net cost				56	17	6
Profit (based on 1940/1 Income Tax rebate)				£43	2	6

If death occurs before the end of the term (war and aviation risks excepted) £100 is payable.

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April 1940

NALGO ENDOWMENT ASSURANCES

Calling all Women

WORSTED STOCKINGS

I DO hope the able and earnest ladies whose writings have, in recent months, graced our Women's Page, will forgive me for what I am about to do. I appreciate their strenuous efforts to arouse our dead or dying souls to awareness of the imminence of the tide that must be taken at the flood if we are not for ever to be bound in shallows and miseries. I admire their tenacity of purpose in face of such dreary, dismal apathy as ours. I love their clarity of thought, their sweet reasonableness, their impartiality. And, having said that in all sincerity, may I add that nowadays the sight of that modest sign on the top left-hand corner of our page prompts the ghost of my old friend Shakespeare to whisper mischievously in my ear:

"*She pined in thought,*
"*And with a green and yellow melancholy*
"*She sat like patience on a monument,*
"*Smiling at grief.*"

Nay, you flippant flappers, you cynical males (who ought not to be reading this, anyway) I am not about to throw a spanner in the works, or, more topically, to scuttle the ship. I shall merely lower the tone of this page slightly so that I may gossip for a space on the Life of a Lady Local Government Officer as It Is, leaving it to greater minds than mine to philosophise on our high duties, responsibilities, and prospects.

I have sat for many years under a town clock which has ticked out joyful as well as cheerless hours. Here is a sample day—founded on fact, as the more sensational magazines say of their contributions.

I board a bus, stagger to the only vacant seat, which happens to be a front one, and realise, a moment too late, that I share it with our Cleansing Superintendent, an erudite man but—well—a strict disciplinarian. We converse—the correct word—for a short time. The bus swings round a corner and begins to career down a hill. At the bottom one of the cleansing department's "S.D. Freighters" is taking plenty of time and the crown of the narrow road to turn. The bus driver "toots" a warning. All else remains as before. Another "toot" and, with sudden intuition or premonition, I drop my handbag. The Cleansing Superintendent stoops to the rescue just in time to miss the spectacle of a cheerfully undismayed employee answering that "toot" with fingers outspread from nose!

I am in gleeful mood when I enter the Town Hall, and am undaunted by reminders that it is Black Tuesday and I, as Committee Clerk, must prepare for and sit through three weary meetings. The Town Clerk, worried and nervous as he invariably is on Black Tuesday, has arrived before me and doubts very much if I shall be ready in time for the first meeting. I answer soothingly, shoo him to his own quarters, shy my hat at a peg, and begin the day's work.

There is no time for emotion, joyful or otherwise, while I draft agenda, have them typed, and assemble papers, all as quickly as possible, not only to avoid last minute hustle and confusion, but also to hurry on the moment when the Town Clerk may stop his anxious fretting to scrutinise my preparations and satisfy himself that his end is not yet. He has just completed his lengthy review—and incidentally disarranged my neat bundles of papers—when the first councillor arrives.

The next few moments are hectic while I endeavour to restore order to my files, mark attendances, and answer grunted questions concerning alleged omissions from or wrongful inclusions in the agenda with, I hope, that type of efficiency which is dissuasive of argument. At last we are off, and I may settle down to the surreptitious enjoyment of the sweet that the oldest councillor has very kindly but rather unhygienically slipped from his bare hand to mine.

I only just avoid choking on it when Councillor Black calls Councillor White an adjectival liar, throws back his chair and waves his fist excitedly in the air. This incident calls for my primmest expression and a nervous gesture designed to attract the wandering attention of the oldest councillor. He responds nobly by reminding his colleagues that there is a lady present. Everyone sits down in shamefaced sobriety. I steal a mirthful glance past the perspiring clerk at the Medical Officer of Health, who has a shrewd eye and a sense of humour.

The meetings drag on. I must be alert and ready to answer an imploring look from the clerk with a scribbled note or a whisper on some detail which has escaped his memory. I must briefly jot down argument and counter-argument until only I know the tortuous paths by which we come eventually to the decision to "continue consideration for one month." At last the councillors slap each other heartily on the back and troop out. The clerk mops his fevered brow while I hand him aspirins and a glass of water. He murmurs thanks and adds "I wish I could take things lightly. But then, you have no responsibilities!"

I sigh for a Leonardo da Vinci to record for posterity the smile with which I greet this remark. I sigh for a brickbat with which to crown the legal assistant who says, on his way out, "Working late on your minutes? Never mind, you can't have it both ways. If you doze in there"—indicating the Committee Room—"all day, you must pay for it later. By the way, I've been talking to the fellows in the Drawing Office" (I could have guessed that, this being Black Tuesday and the clerk otherwise engaged). "They want me to complete the title to that piece of ground at the bottom of High Street so that they can get on with their part of the job. Be a good soul and trace out its long-winded history in your minutes, and I'll wipe off the job this week."

Well! That piece of research will take up several hours but will ease the life of the legal assistant. It will also postpone still further the completion of the "socks for soldiers" waiting at home. But then, if I may not knit socks, I may console myself with the thought that comes to me nightly as I close my desk—"Honour to women! They knit and weave worsted stockings for our frosty life."

We do. Our greatest sorrows and our secret joys have their beginnings in the blindness of those innocents who believe that Santa Claus saves them from frostbite.

K.

SHELTERS—OR PITY THE POOR L.G.O.

By "MAGISTER"

IF anybody mentions steel air-raid shelters to me out of office hours I shall probably pick one up and throw it at him.

I am the unfortunate officer in charge of their distribution in our borough, and I can think of many easier jobs, such as steeplejack or ship's fireman. I am the target for the air-raid wardens, the general public, the railway companies, the town clerk, and Uncle Tom Cobley and all. Fortunately, no air raid has so far taken place. Should the enemy take it into his head to drop a bomb or two, pandemonium would be a weak word to describe the aftermath in my office.

As you probably know, the first step in obtaining an air-raid shelter is taken by the local warden after contact with the householder, and upon the warden's report the machinery in my office begins to function.

When the survey sheets are rendered it requires a professor of mathematics, a highly-skilled engineer, and a chief detective inspector to unravel them. What can a poor local government officer do?

Having returned the survey sheets some three or four times for correction, we at last arrive at the numbers of houses requiring steel shelters, tubular equipment, and brick protection. Then a requisition is sent to the Government for steel shelters and a memorandum to the borough engineer regarding tubes and bricks. The fun now begins.

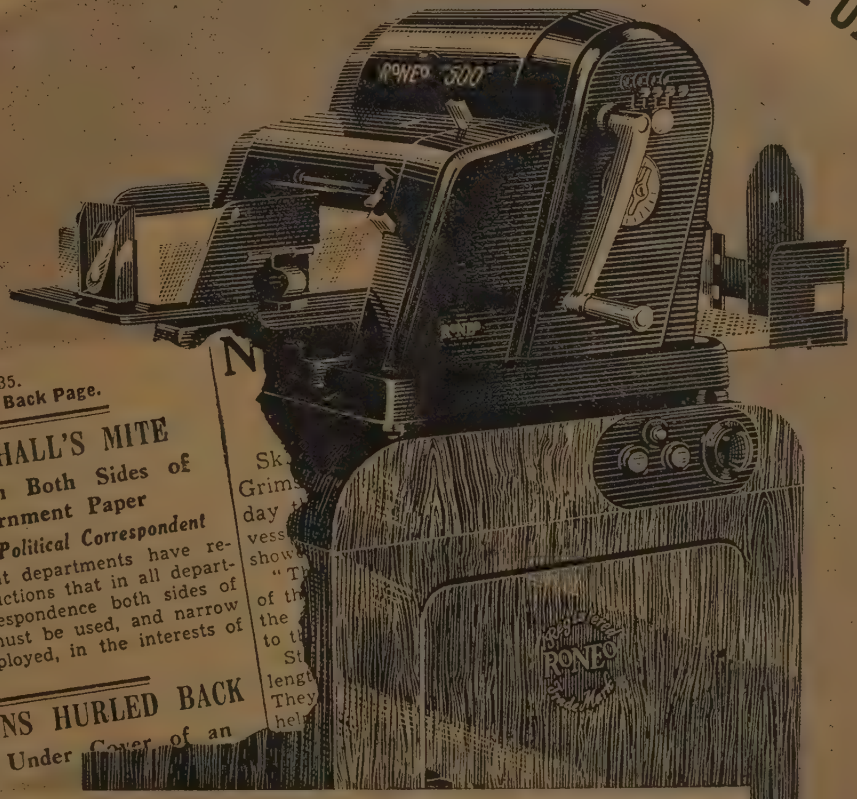
Have you ever heard of the limbo of forgotten things? Well, steel shelters must be there in plenty, for a deathly silence settles down after we have despatched our requisitions. We wait in Job-like patience. Not so the general public. After the warden has left him, the householder expects his shelter to be delivered by the postman next morning. When it does not come, along trots Mrs. Smith to the Town Hall demanding to know the reason why—or else! We explain the situation to the irate lady, but she is far from convinced, leaves the office muttering threats about a letter to the Mayor, a personal call on Sir John Anderson, and an epistle to the local paper.

In addition to all the Smiths, Browns, and Robinsons, there are the railway companies. One company in my area has not delivered a shelter for over three months, though it has a stock in hand. We argue, we plead, we demand—without avail. All the king's horses and all the king's men will not make them give precedence to shelters over ordinary goods traffic.

Meanwhile, we have to take the brunt of the frontal attack of the irate ratepayers.

Fortunately the situation is saved by a sense of humour. In any case, there is always Lord Haw-Haw, so why worry?

The new RONEO "500" knows there's a war on!



Peer in May, 1935.
Full report on **Back Page.**

WHITEHALL'S MITE
Writing on Both Sides of Government Paper
From Our Political Correspondent
Government departments have received instructions that in all departmental correspondence both sides of the paper must be used, and narrow spacing employed, in the interests of economy.

GERMANS HURLED BACK
Raids Under Cover of an

The new Roneo " 500 " was built for the days of peace, but how it justifies itself in wartime ! It saves time — by saving all the trouble that used to belong to duplicating. It saves money by doing complicated jobs which would otherwise have to go to a printer. When economy dictates that both sides of the paper be used, the Roneo " 500 " sees to it that a *real* economy is made — by providing perfect copies from the first turn of the machine on either or both sides of the paper . . . .

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Branch Magazine Page **Edited by Norman H. Rogers**

MAKING CONTACT WITH THE COMMUNITY

By JOHN L. ROBSON, Editor, "In Print," Birkenhead

OUTSIDE contacts, like personal contacts, are essential to a complete understanding on problems either personal or public. We know how widely divergent are the views of our own members, and we realise the importance of the branch journal in disseminating information and creating discussion on NALGO problems. Yet the views of "the man in the street" are, if anything, still more divergent and not always related to facts.

Through our public relations policy we are now able to present the facts in a manner more readily understood. Access to the public is being gained in many different ways. But it is not sufficient that we should leave everything to NALGO. Public relations is our business, and whilst we have over 100,000 representatives "on the road," every avenue must be explored to make the public understand that local government exists for their benefit and welfare, and that those who are its administrators are its servants, not its masters.

The branch journal is presented with an outstanding opportunity. In its pages you can bring the public right into your office. You can discuss all the manifold problems which beset you and it. By a carefully planned policy you can make contacts quite as valuable as those you should make in daily work. The value of an article written by your Member of Parliament cannot be over-estimated if you hope to secure wider interest. If you are fortunate enough to have more than one Member in your town and can persuade each to write for you, then you are well on the way to obtaining the help of other leaders of public opinion. You have created for your magazine some "standing."

Birkenhead has embarked on an ambitious programme, for it has secured articles from its two Members of Parliament and efforts have already been made to obtain contributions from various civic leaders on Merseyside. In this way, it is hoped to be able to present the views of important people on local government during the war, and likely developments of the future.

In what may be described as a Parliamentary series, and a council series, there are to be concluding articles in each, the former by Mr. Norman Wilson, M.A., D.P.A., Lecturer in Public Administration at the University of Liverpool. The council series will be concluded by a university professor. In this way, the views will be analysed by the expert, who will direct attention to the most important points which the writers have raised.

At the end of these two series the effort to introduce the journal to the "man in the street" will be made. The various political organisations are to be approached. The fact that in two cases their Member of Parliament has contributed will be an inducement to some of their own members to write. By this means, in a very short time, the editor will have brought his branch into so close a relationship with the public that complete understanding with its various social and political organisations will have been achieved.

Distribution of spare copies to ordinary members of the public will become worth while. Members of the branch will take a pride in the development of the branch journal and approach their friends, inviting letters, even in criticism, on the variety of matters which have appeared in the magazine. Official notice, even, will be taken by the local press, for the magazine will begin to have a "news value" and a far wider publicity will result.

The present may not seem the most encouraging time to develop this kind of feature, but it must be realised that there has never been a time when opportunity so knocked at our door as now. The additional services which have been provided during the war have given local government a new meaning. Those who so often criticise the public services will, as the war develops, find out just how much local government means to the life of the community.

SHOULD WE CENSOR CORRESPONDENCE?

AN attractive feature of a branch journal is that variously titled "Editor's Post Box," "Readers' Forum" or, sometimes, merely "Correspondence." It satisfies two sets of persons, those who enthusiastically grind axes, and those who seek a little lively reading. To a local branch, the feature is a great asset, for it affords the ordinary member an excellent opportunity for setting out his views with an almost assured hearing, not only by the executive, but by the branch as a whole.

Usually the statement, "The Editor does not accept any responsibility for the opinions expressed," appears somewhere on the page, but though he may not accept responsibility for the opinions themselves, he is responsible for the manner in which they are put forward. Indeed, from the editorial point of view, the "Correspondence" feature can prove a matter of great delicacy and may call for tactful handling.

There should be no censorship of views or ideas. In preparing the feature, the editor must, however, consider the "tone" of his journal, and should ensure that the "tone" of any letters corresponds, as far as possible, thereto. Obviously, a letter which does not reach the literary standard of the journal neither impresses the reader nor enriches the publication.

The editor should not, in any circumstances, refuse to publish an opinion or view, but he should exercise care and his power of the blue pencil to insist that the particular opinion or view is expressed in reasoned terms and in a manner inoffensive. Reactionary and unconventional opinions often appear in the correspondence column. They should be encouraged, for they stimulate thought; the writers must, however, conform to reasonable standards of politeness. This should be borne most in mind when the subject under consideration is a grievance or an injustice. Letters to the editor must, in short, be pertinent, not impertinent.

Where the editor is required to submit his copy to a committee or editorial board, he should insist that, if any "censorship" exists, it should not apply to the correspondence column. Such a committee should be strong-minded enough to accept ideas, criticism or suggestions. The committee should, however, in the interests of both branch and writer, observe that nothing which might savour of abuse or "lapse from taste" should take print.

N. H. R.

TWO NEW MAGAZINES—AND A REVIVAL

"NALGO NEWS" (**Accrington**), edited by E. C. CHALLONER, is a revival. In presenting the new edition the editor writes: "We shall strive to cultivate throughout the branch the best influences of NALGO, stimulating whenever opportunity arises an active and intelligent interest in the organisation in which we all have a share . . . Notes and commentaries on all things dear to the hearts of all Nalgoites will be recorded with a sense of proportion and a proportion of sense." Certainly sound war aims!

"ARBECAY" (**Kensington**), edited by V. R. MINTER, is another "war baby," and a lusty one at that. It is very much alive for, not three issues old, controversial articles on women, youth and service conditions have already appeared with satisfactory "repercussions." The magazine follows the "Guilder" format and runs to about twenty-five pages monthly, which means zealous work on the part of the production staff.

"NALGO NEWS" (**Long Eaton**) is not a true branch magazine. It frankly states that it is not meant to be one, but just a bulletin issued periodically by the branch secretary, P. J. BARSBY. Nevertheless, it admirably serves the purpose of a journal in the dissemination of branch news and, by its very excellence, will doubtlessly serve to act as a basis for a sound journal in time to come.

Another journal which is continuing publication during the war is "CONTACT" (**London & Home Counties J. E. A.**), now edited by L. G. BIGNELL. "Contact," which was originally issued on foolscap, is now duplicated on the conventional quarto and has become vastly improved thereby. The cover design remains as before.

NEW JOURNALS		
Accrington	NALGO NEWS	E. C. Challoner, Borough Treasurer's Dept., Town Hall, Accrington, Lancs.
Kensington	ARBECAY	V. R. Minter, Public Health Dept., Town Hall, Kensington, W.8.
Long Eaton	NALGO NEWS	P. J. Barsby, Town Hall, Long Eaton.

51 AUTHORITIES GIVING WAR BONUS

RAPID progress is now being made towards a general adoption by local authorities of the cost-of-living award recommended by the National Whitley Council on January 23.

Up to the date of going to press, six provincial councils had endorsed the award and sent it to all authorities in their areas, whether they are constituent members of the provincial council or not:

Lancs & Cheshire	**South Wales**
Yorkshire	**E. Midlands**
Eastern	**W. Midlands**

Two provincial councils have passed on the national award to all local authorities in their areas for adoption, but without specific recommendation:

North Wales.

Southern Home Counties (adding clause "where local financial circumstances permit")

Two provincial councils have approved and sent to local authorities a variant of the national award:

Middlesex **North-Eastern**

Only the London district council is still considering the award.

The National Whitley Council has sent a copy of its recommendation direct to every local authority in the three areas still without a provincial council:

South Midlands **South-Western** **Western**

Twenty authorities have so far adopted the national award, which provides for a bonus of 6 per cent. on the first £300 of salary and 3 per cent. on the next £200. They are:

COUNTY BOROUGHS

Carlisle **Merthyr Tydfil**

BOROUGHS

Accrington **Peterborough** **Workington**
Grantham **Whitehaven**

URBAN DISTRICTS

Bedwellty **Heanor** **Tyldesley**
Cannock **Rainford** **Wath-upon-**
Elland **Shepton Mallett** **Dearne**
Worsley

RURAL DISTRICTS

Cockermouth **Frome** **Whiston**
Sunderland (with minimum of 5s. 6d. per week.)

OTHER AUTHORITIES

Irwell Valley Water Board.
Stretford & District Electricity Board.

ALTERNATIVE SCALES

The following authorities, in addition to the thirteen listed in the February and March numbers of LOCAL GOVERNMENT SERVICE are giving cost-of-living bonuses on varying scales:

England and Wales

COUNTY BOROUGHS

Barnsley—Salary under £250 p.a.—7½ p.c.; £250 to £400—5 p.c.; £400 to £600—4 p.c.; over £600—2½ p.c. The bonus operates from January 1, 1940.

Middlesbrough—10 p.c. on salaries of £200 and under, maximum of £20 being reduced by 2s. for each £1 of salary in excess of £200.

West Hartlepool—Men under 18—1s. 6d. p.w.; 18 to 20 (inclusive)—2s. 6d. p.w.; 21 and over—4s. p.w.; Women under 18—1s. 6d. p.w.; 18 to 20 (inclusive) 2s. p.w.; 21 and over—2s. 6d. p.w. Bonus payable from December 31, 1939, to all earning under £400 p.a.

BOROUGHS

Aldershot—5 p.c. on salaries up to £200; 2½ p.c. on salaries between £200 and £250.

Aylesbury—£13 p.a. to all officers, excluding those on war service.

Blyth—£10 p.a. from January 1, 1940, to all men over 21 earning £300 p.a. or less.

Hartlepool—Officers under 18—£5 p.a.; 18 to 21—£7 10s. p.a.; over 21—£10 p.a.; restricted to those earning under £300.

Penzance—2s. p.w. on salaries up to £200, operative from February 1, 1940.

Stockton-on-Tees—3s. p.w. on salaries up to £105; 6s. p.w. on salaries between £105 and £300.

URBAN DISTRICTS

Alfreton—£10 p.a. to all junior officers.

Dearne—6s. p.w. from March 1, 1940.

Eston—5s. p.w. from January 1, 1940, on salaries up to £210.

OTHER AUTHORITIES

West Monmouthshire Omnibus Board—Under 21—2s. 6d. p.w.; over 21—5s. p.w.

Scotland

COUNTY COUNCILS

Dumfries—1s. p.w. for each 5 points rise, or part thereof, in cost-of-living index figure above 165 to employees earning under £3 p.w.

Dumbartonshire—10 p.c. on salaries up to £150; 7½ p.c. on salaries between £151 and £280; 5 p.c. on salaries between £281 and £364.

West Lothian—6s. 6d. per month for each full five points rise in cost-of-living index above 155 to officers earning less than £130.

BURGHS

Clydebank—5 p.c. on all salaries up to £208.

Dumbarton—5s. p.w. for men and 2s. 6d. for women earning less than £5 p.w.

Dunbar—3s. p.w. to all employees.

WHITLEY COUNCIL AWARD

The text of the resolution of the National Whitley Council on a cost-of-living bonus, as supplied to us last month and printed on page 72 of the March journal contained a slight omission. Paragraph (*h*) should read:

(*h*) In the case of an officer who enjoys rations only *or apartments only* in addition to salary, he shall be entitled to receive two-thirds of the bonus calculated by reference to the total of his cash salary and the money value of his rations *or apartments only*.

The effect of the alteration is to add the words in italics to the paragraph as printed.

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AROUND THE DISTRICT COMMITTEES

METROPOLITAN.

Meeting at Caxton Hall on February 24, Mr. J. T. Baker, inducting Mr. A. A. Garrard as chairman, paid high tribute to his long services to the Association in the district committee, at Conferences, and on the National Executive Council, of which he was now chairman.

A vote of thanks to Mr. Baker as retiring chairman was moved by Mr. E. A. S. Young and seconded by Dr. C. L. Williams.

The report of the general purposes sub-committee included matters connected with the formation of the North and South Metropolitan District Councils and the formulation of model rules to govern the election of staff side representatives.

The committee agreed to the proposal of the S.W. group committee to arrange a week-end school shortly after Easter. The Regional Officer reported on the cost-of-living position. It was decided to hold the next ordinary meeting on June 13, at the Westminster City Hall—a return to normal "peace-time" arrangements.

SOUTH WESTERN.

At the Guildhall, Exeter, on February 24, Mr. C. J. Newman presiding.

The chairman handed to Mr. Frank Thomas, the former divisional secretary, a cheque as a token of the committee's regard for the services which he had rendered over many years, and conveyed to him the best wishes of the committee and branches for a happy retirement. Mr. Thomas, in thanking the committee, referred to the many changes during his service, particularly in membership and the number of branches.

Keen discussion took place on several notices of motion submitted by branches for the annual delegate meeting, particularly on the subscriptions of serving members. The general opinion appeared to be that some subscription should be payable, but that no one serving in the Forces should be deprived of membership because of non-payment.

Presenting the report of the B. and O. sub-committee, Mr. R. T. Shears (Devon C. C.) urged members to do everything possible to increase the contributions to the Fund.

The divisional officer reported on decisions of local authorities under the Local Government Staffs (War Service) Act, the recommendations of the National Joint Council for salary adjustments to meet the increased cost of living, and the formation of a new branch at Bridgwater.

Mr. Yeend (West Gloucester) reported on the replies received from authorities about the formation of a Provincial Whitley Council. A meeting of local authorities was convened for March 20.

SOUTHERN

At Caxton Hall, Westminster, on March 2, Mr. E. R. Davies (Berks County) presiding.

Mr. J. S. Arnold, presenting the report of the B. and O. sub-committee, gave a summary of the amounts received and the amounts expended to demonstrate the need for increased support. It was stated that several additional individual subscriptions had been received in response to the special appeal he had sent to branches.

Mr. J. H. Sowden Hall reported on the work of the Citizens' Advice Bureaux. It was resolved that the District Committee should support the Bureaux, and Mr. Sowden Hall was appointed as the committee's representative on the Bureaux committee.

The rules for the election of representatives to Provincial Whitley Councils were considered and the recommendations of the National Executive Council adopted.

The divisional officer reported on the adoption of a scheme of service conditions and scales of salaries by the Aylesbury borough council, and on the present position with regard to the Local Government Staffs (War Service) Act.

Notices of motion submitted by branches for inclusion in the Delegate Meeting agenda were considered, together with the appointment of representatives. A further meeting will be held this month to consider the amendments.

The retiring divisional secretary, Mr. Frank Thomas, was invited to be present to receive the good wishes of members in the district for his future health and happiness. The chairman referred to the happy relationships which had always existed between members and the divisional secretary. He handed Mr. Thomas a wallet of notes as a mark of the esteem with which he was held throughout the district.

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NALGO CORRESPONDENCE INSTITUTE

Nursing Staffs' Salaries

The nursing staffs' committee of the Joint Industrial Council met in Edinburgh on February 21, Treasurer Darling presiding in the absence of Lord Provost Nimmo. Besides the Whitley Council representatives on the committee there were representatives from the Scottish Matrons' Association, the College of Nursing, and the Scottish National Health Visitors' Association. After a good deal of discussion it was resolved to recommend the following salary scales for women nurses employed in local authority hospitals

Ward Sisters

Hospitals with over 100 beds normally available—£100+£5 — £115+£5 after 10 years service.

Hospitals with 100 beds or under normally available—£90+£5 — £105.

Staff Nurses—£70+£5 — £85.

Probationer or Student Nurses—£30—£35—£40—£50.

The above scales are on the basis that board, lodging, and uniform are granted in addition. The committee delayed consideration of the salaries of health visitors and masseuses.

Some discussion took place on whether mental services should come under the wing of the staff council. It was stated that negotiations were taking place with a joint conciliation committee which had been set up to deal with these services. This committee was consulting with the staff council on March 20.

Cost-of-Living Increases

The staff application for cost-of-living increases came before a meeting of the executive of the council held immediately after the meeting of the nursing staffs' committee. There was, however, a very small attendance on the employers' side and the chairman was absent. The employers' side, therefore, declined to come to a decision, and it was agreed to defer the matter until a full meeting of the council, called for March 20.

SCOTTISH NOTES

Glasgow's Protest

Glasgow branch held a special meeting on March 14, Mr. J. Cassels Pinkerton presiding. Resolutions were passed strongly protesting against the delay—for which the Whitley Council was blamed—in deciding on cost-of-living increases. Mr. Archibald and Mr. Brodie, both members of the staff side of the council, explained the unfortunate position in which the staff side found themselves and declared that every effort was being made to negotiate equitable terms for increases. In these negotiations the staff side was keeping in view the position of the lower paid members of the staffs, on whom the increased cost of living bore most heavily.

Scottish Council

A largely attended meeting of the Scottish Council was held in Glasgow on March 2, Mr. A. G. M. Archibald presiding. The chief business was the arrangements for representation at the Whitsun delegate meeting. Scotland had been allocated twelve representatives—the number has since been increased to sixteen—and it was agreed that only one from any branch be sent. It was decided also to send up four resolutions, which appear on the agenda on page 105.

Stirlingshire

At a meeting of the branch executive on February 23, it was agreed to apply to the county council for new salary scales up to the ranks for chief assistants and deputies.

Lanarkshire

On February 27, the divisional secretary interviewed the salaries and wages committee of the county council, regarding cost-of-living increases. The committee decided to affiliate to the National Whitley Council and to await the decision of that body on the subject.

Dumfries

The divisional secretary had also a long interview with a committee of Dumfries town council regarding (1) supplementing war service pay, (2) sickness benefit, and (3) cost-of-living increases. Consideration was adjourned to a future meeting.

East Lothian Branch

A meeting of the branch was held in Haddington on March 1, 1940, under the chairmanship of Dr. Campbell. The divisional secretary addressed the meeting and answered a number of questions. Some discussion took place on anomalies in grading, and it was agreed that the executive prepare a memorandum. A number of new members were enrolled. Mr. Thomas Dow, of the county clerk's office, Haddington, continues his duties as honorary secretary.

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MORE PROGRESS ON THE SALARIES FRONT

SUBSTANTIAL progress was recorded last month in NALGO's continuing campaign for improved salaries and conditions of service for its members and for the extension of Whitley negotiating machinery.

SOUTHERN REGION

In response to representations by the branch, **Acton B.C.** has agreed, from February 1, 1940, to raise the maximum salary of Grade 4 to £225 (men) and £200 (women). This represents an increase of £30 p.a. on the maximum of each grade. The Council has also referred the recommendations of the Middlesex Whitley Council to the newly constituted Joint Committee for consideration and report.

Aylesbury B.C. has adopted a comprehensive scheme of service conditions, and the following scales of salaries for juniors:

Age	Salary p.a.	Age	Salary p.a.
15	£33 16	20	£100
16	£41 12	21	£120
17	£55	22	£135
18	£70	23	£150
19	£85	24	£165

Subject to a satisfactory report by the head of the department, the minimum salary payable to any officer on attaining the age of 27 shall be £210 per annum. All annual increments shall be automatically granted until the specified maximum is attained unless an officer be adversely reported upon by the head of the department. The rate of advancement may be accelerated in cases of exceptional merit, or in other special circumstances.

The service conditions scheme is set out in the form of the Association's memorandum submitted to branches last year and deals with appointments, relatives of members, canvassing, office hours, sickness allowances, holidays, discipline, grievances, and the establishment of a local joint committee consisting of 5 members of the Council and 5 members of the staff. Office hours are to be 9 to 5 (noon on Saturday), with one hour for lunch and a rota of Saturday morning leave.

Sickness Allowance of three months on full pay will be made to officers over 21 after six months' service, and thereafter at the discretion of the Council.

Deptford M.B.C. has adopted the London District Council scale of salaries from January 1, 1940.

Harwich B.C. has adopted the following grading scheme to take effect from April 1, 1940:

GRADE A
£50 (at age 16)+£12 10s.—£100
All increments subject to recommendation of chief officer, who may in special circumstances recommend further increments to £125.

GRADE B
£150+£12 10s.—£200.

GRADE C
£200+£12 10s.—£250.

GRADE D.
£250+£12 10s.—£300.
In special circumstances the chief officer may recommend further increments to £350.

Acton B.C. and **Hornchurch U.D.C.** have agreed to establish local joint committees.

Leatherhead U.D.C. has adopted the following scheme:

Grade A £65+£13—£156
Grade B £170+£10—£250
Grade C £260+£15—£350
(Qualification Bar at £320)
Grade D £350+£20—£450
(Qualification Bar at £400)

Torquay B.C. has amended the junior grades by amalgamating the 5th and 6th grades to provide for automatic progression to £160 p.a.

"He was half-way through the exercises, doctor, when the radio broke down"

Yiewsley and West Drayton U.D.C. has adopted the following revised scale of salaries:

Grade A £45 (at age 15)+£15—£230
Grade B £240+£10—£290
Grade C £300+£10—£350
Grade D £365+£10—£415
Grade E £425+£15—£500

Grade A is subject to a £20 increment in place of the normal £15 on attaining the age of 20 years.

MIDLAND REGION

Bilston B. has adopted the provincial council scales up to age 24.

Cannock U.D.C. adopted the provincial council scale for men and a revised scale for women some months ago. The provincial scale for women has now been substituted for the revised scale.

Derby C.B. has increased the maximum of the scale for transport inspectors from £220 to £230.

Warwick C.C. has adopted improved salary scales for junior and third class clerks to operate from April 1. The substantial improvement achieved is the outcome of an application made by the branch through the staff advisory committee. The revised scales are:

Juniors: £50+£12 10s.—£100+£15—£130
Third Class Clerks: £145+£15—£235
Second Class Clerks: £240+£15—£300

NORTH WESTERN AND NORTH WALES

Following joint deputations from the Lancashire and Cheshire provincial councils for officers and for manual workers, **Bolton** council has instructed its general purposes committee to draw up and report upon a scale of allowances to be paid under the War Service Act.

An application on behalf of the markets inspector at **Whitehaven** borough for the system of payment by commission to be discontinued and for the adoption of the Lancashire and Cheshire scale of salary for this position has been successful. The inspector has been graded in clerical section A of the Lancashire and Cheshire provincial council scales.

As a result of an application by NALGO, two rating officers at **Wigton** rural district council have been granted an increase of £15 p.a.

An application by NALGO for an increase in the remuneration of a clerk at the electricity works at **Ashton-under-Lyne** has resulted in an increase from £190 to £205 p.a. from April 1, 1940.

A final settlement has now been reached with the Postmaster-General in connection with an accident met with by a member of **Manchester** branch in the course of his duty.

The officer was badly injured by a trailing telephone wire whilst riding a motor-cycle and has had to undergo painful and lengthy plastic operations. After involved negotiations, a cheque for £500 general damages, plus £161 special damages, has been paid to the member, and his medical expenses have been met. Altogether, over £800 has been recovered.

NORTH-EASTERN.

Dewsbury corporation recently decided to operate from April 1, 1940, a full superannuation scheme for officers and servants in place of the modified scheme originally established under the 1922 Act.

Scarborough corporation, after considering a scheme of grading submitted by the West Riding (now Yorkshire)-Joint Council some months ago, has decided to adopt the scheme subject to certain modifications, with a proviso that the full scheme shall operate as from April 1 following the end of the war. The revised scales for men and women from April 1, 1940, are:

MEN		WOMEN	
GRADE A (JUNIORS)		GRADE A (JUNIORS)	
Age 16 ...	£32 p.a.	Age 16 ...	£32 p.a.
17 ...	42	17 ...	42
18 ...	52	18 ...	52
19 ...	65	19 ...	65
20 ...	91	20 ...	78
		21 ...	91
GRADE B (1)		GRADE B	
Age 21 ...	£110 p.a.		£100 p.a.
22 ...	130		110
23 ...	145		120
24 ...	160		
25 ...	175	GRADE C	
26 ...	190		£100 p.a.
27 ...	205		110
			120
GRADE B (2)			130
£125+£15—£260 p.a.			140
GRADE C		GRADE D	
£240+£15—£300 p.a.			£155 p.a.
			170
GRADE D			185
£315+£15+£20—£250 p.a.			200
GRADE E		Women whose duties require exceptional qualifications and ability to be included in the appropriate grade for men.	
£320+£20—£400 p.a.			

South Shields corporation has revised the salaries of women staffs, the new scales being:

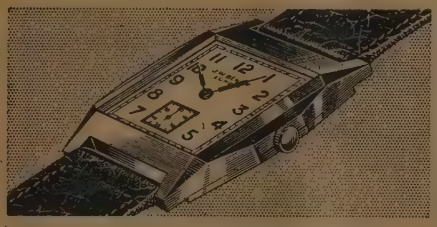
JUNIORS		GRADE A	
Age 16 ...	£39 p.a.	Age 22 ...	£97 10s. p.a.
17 ...	45 10s.	23 ...	104
18 ...	52	24 ...	110 10s.
19 ...	65	25 ...	123 10s.
20 ...	71 10s.		
21 ...	78		

Then automatic transfer to Grade A (subject to certificate of efficiency)

Six people give reasons for buying a BENSON Watch

1. "For generations Benson's have been famous for good watches."
2. "I must have accuracy and Benson's will guarantee it."
3. "My father's Benson Watch is as accurate as ever after 20 years."
4. "Benson's will arrange monthly payments if I want them."
5. "Benson's offer such a wonderful choice of models."
6. "I've always had good value and a square deal from Benson's."

SPECIAL DISCOUNT to Public Officials or monthly payments if desired.



Man's Wrist Watch, 15-jewelled lever movement. Extra strong case. Leather strap. **Solid 9-ct. Gold £7.10.0** (or yours for 12/6 with order and 12/6 monthly). **Solid Silver £4.15.0** (or yours for 10/- with order and 10/- monthly).

The "PRECISION" Watch, 15-jewelled lever movement. Close fitting, extra strong case. **Solid Silver Half-Hunter** (as illustrated). **£4.15.0. Open Face £4.4.0. In Black Steel or Polished Nickel, £3.3.0.** (Monthly payments on any of these, 10/- with order and 10/- monthly). **Solid 9-ct. Gold Half-Hunter, £14.0.0** (or 25/- monthly). **Open Face £9.9.0** (or 17/6 monthly).

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L.G.S. April 1940

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870 COUNCILS SUPPLEMENTING WAR PAY

A TOTAL of 950 local authorities have now reached decisions on the making up of war service pay. The position at the time of going to press was :

	No.	Per Cent
Making up balance of civil pay	509	54
Making qualified payments	361	38
Making no payments	79	8

The following list gives the additions to those published in previous numbers of LOCAL GOVERNMENT SERVICE :

ENGLAND & WALES

Authorities Making Up the Whole of the Balance of Civil Pay

BOROUGHS

Evesham

URBAN DISTRICT COUNCILS

Biggleswade Melksham

RURAL DISTRICT COUNCILS

Mere and Tisbury

OTHER AUTHORITIES

Waltham Joint Hospital Board
Central Middlesex Assessment Committee

Making Qualified Payments

METROPOLITAN BOROUGH

Chelsea—PERMANENT EMPLOYEES : Civil pay less service pay and allowances and an amount for maintenance ; TEMPORARY EMPLOYEES : Each case on merits.

BOROUGHS

Chepping Wycombe—Each case on merits.
Chingford—MARRIED MEN : 90 p.c. of salary, less war service pay ; SINGLE MEN : 80 p.c. of salary, less war service pay, with right to apply for increase on grounds of hardship.
Hartlepool—MARRIED EMPLOYEES : 75 p.c. of difference between civil and war service pay and allowances, less 8s. 9d. p.w. for food, etc. ; SINGLE EMPLOYEES : 50 p.c. of difference between civil and war service pay and allowances, less 8s. 9d. p.w.
Kidderminster—MARRIED EMPLOYEES with six months' service and over : Difference between civil pay and war service pay and allowances, 10s. p.w. for maintenance, provided supplement does not exceed £1 p.w. ; SINGLE EMPLOYEES with six months' service and over who have dependent relatives : As above, but with supplement limited to 10s. p.w.
Tamworth—MARRIED MEN : 15s. p.w. ; SINGLE MEN : 10s. p.w.
Wednesbury—MARRIED MEN earning up to £225 : Civil pay less service pay, allowances, and 10s. p.w. for maintenance ; earning over £225 : Special review ; SINGLE MEN : Each case on merits up to limit of £225 p.a.

URBAN DISTRICT COUNCILS

Bradford-on-Avon—Each case on merits.
Cannock—MARRIED MEN : 12s. 6d. p.w. except where this would bring total received to more than civil pay, in which case amount payable will be sum required to bring war service pay and allowances to the level of civil pay ; SINGLE MEN WITHOUT DEPENDANTS : 5s. p.w., subject to the above proviso ; WITH DEPENDANTS : Each case on merit, subject to maximum allowance of 12s. 6d. p.w.
Clacton-on-Sea—Civil pay less service pay and 14s. p.w. for maintenance.
Felling—75 p.c. of difference between civil and war service pay, maximum received not to exceed £225 p.a.
Hazlemere—Each case on merits.
Heckmondwike—Each case on merits.

"So they're making it up—thanks, NALGO!"

Ilkley—MARRIED MEN : Four-fifths difference between civil pay (up to maximum of £200 p.a.) and war service pay ; SINGLE MEN WITH DEPENDANTS : Each case on merits ; WITHOUT DEPENDANTS : No payment.
Ryton—50 p.c. of civil pay less war service pay, subject to maximum total of £200 p.a.
Selby—Each case on merits.

RURAL DISTRICT COUNCILS

Bideford—Each case on merits.
Cannock—Each case on merits.
Gloucester—Each case on merits.
Marlborough & Ramsbury—Each case on merits.
Norton—Each case on merits.
Ross & Whitchurch—Same as Hereford County Council.
St. Ives (Hunts)—Each case on merits.
Stokesley—MARRIED MEN : Salaries not exceeding £260 p.a. : civil pay less service pay and deduction for maintenance, varying according to salary from 10s. 6d. to 14s. p.w. ; salaries above £260 : £260 to £400, five-sixths civil pay less service pay less 14s. p.w. ; £400 to £500, four-fifths civil pay less service pay less 14s. p.w. ; Over £500, three-fourths civil pay less service pay less 14s. p.w., subject to usual marginal adjustments.
SINGLE MEN WITHOUT DEPENDANTS : Half civil pay less service pay and deduction for maintenance, varying according to salary from 10s. 6d. to 14s. p.w. ;
SINGLE MEN WITH DEPENDANTS : Each case on merits.
Tamworth—Each case on merits.

OTHER AUTHORITIES

Dearne District Electricity Board—Balance of civil pay less 11s. 1d. p.w. for maintenance.

AMENDED DECISIONS ENGLAND & WALES

COUNTY COUNCIL

Monmouthshire—Previous decision to make up pay of those who have volunteered only rescinded and following scheme adopted from January 1, 1940 :
MARRIED AND SINGLE MEN : Balance of civil pay less 10s. p.w., or 10 per cent of salary, whichever is the higher ; where the husband or wife of a person to whom the resolution applies is in remunerative employment, council will consider case on merit.

COUNTY BOROUGHS

Dewsbury—Previous decision to make up pay in full rescinded and following scheme adopted :
MARRIED EMPLOYEES AND SINGLE EMPLOYEES WITH DEPENDANTS : Civil pay (to a maximum of £250), less service pay, and 10s. p.w. for maintenance ;
SINGLE EMPLOYEES WITHOUT DEPENDANTS : Civil pay (to a maximum of £170), less service pay, and 12s. p.w. for maintenance.
Leeds—Previous decision to make up pay in full rescinded and following scheme adopted for salaries up to £400 p.a.
MARRIED MEN : Civil pay less service pay, and 15s. p.w. for maintenance ;
SINGLE MEN : Civil pay less service pay, and 15s. p.w. for maintenance less 7s. p.w.
Salaries over £400 : Each case on merits.

BOROUGHS

Maidenhead—Previous decision to make no payments rescinded and following scheme adopted :
MARRIED MEN : 50 per cent of difference between civil and service pay.

URBAN DISTRICT COUNCIL

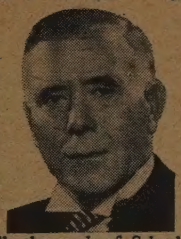
Rainford—Previous decision to make no payments rescinded ; now each case on merits.

RURAL DISTRICT COUNCILS

Atherstone—Previous decision to make up full pay rescinded and following scheme, limited to employees earning up to £300 p.a., adopted :
MARRIED MEN AND SINGLE MEN WITH DEPENDANTS : Civil pay less service pay and 10s. 6d. p.w. for maintenance ;
SINGLE MEN WITHOUT DEPENDANTS : 50 p.c. of civil pay less service pay and 10s. 6d. p.w. for maintenance.
Easington—Previous decision to make no payment rescinded ; now giving 75 per cent of difference between civil and war service pay up to maximum of £225 p.a.
West Penwith—Previous decision to make no payment rescinded. Each case on merits.

(Continued on page 120)

SUCCESSFUL CAREERS



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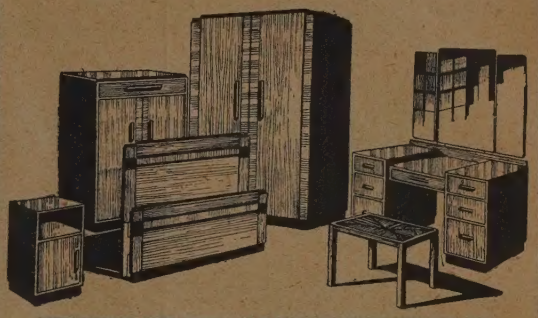

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SATURDAY 9 a.m. to 1 p.m.

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BLACKLISTED

The following local authorities have ignored the appeal made by the Minister of Health for a "fair and reasonable" interpretation of the "gentlemen's agreement" for the making-up of war service pay. They feel under no obligation to employees fighting for the civilization for which they stand and they are paying those employees nothing:

ENGLAND & WALES

COUNTY COUNCILS

Glamorgan

COUNTY BOROUGHS

Bolton Burnley Merthyr Tydfil

BOROUGHS

Accrington	Nelson	Saffron
Clitheroe	New Romney	Walden
Colne	Ossett	Tewkesbury
Congleton	Pudsey	Tipton
Darwen	Rawtenstall	Todmorden
Jarrow	Stamford	Wrexham

URBAN DISTRICTS

Aberdare	Gt. Harwood	Poulton-le-Fylde
Ashton-in-Makerfield	Hebden Royd	Ripponden
Atherton	Kempston	Skegness
Barnoldswick	Kidsgrove	Skipton
Barrowford	Littleborough	Stroud
Bingley	Little Lever	Thornton Cleveleys
Brierfield	Maltby	Turton
Carlton	Milnrow	Walton-le-Dale
Castleford	Mountain Ash	Washington
Cirencester	Normanton	West-houghton
Clayton-le-Moors	Oswaldtwistle	Whitby
Ebbw Vale	Padstow	Wombwell
Featherstone	Pontypridd	Worsborough
Frinton and Walton	Portland	

RURAL DISTRICTS

Bowland	Droitwich	Okehampton
Carmarthen	Evesham	Oswestry
Cheadle	Garstang	Wadebridge
Cirencester	Haverfordwest	Wakefield
Congleton		West Dean

SCOTLAND

Dunfermline B. Lochgelly B. Port Glasgow

Officers seeking new appointments will, no doubt, keep these authorities clearly in mind.

(Continued from page 118)

SCOTLAND

BURGH

Gourock—Previous decision to make up full pay rescinded and Scottish Whitley Council scale adopted.

CORRECTION

(Incorrectly reported in March Journal.)

Slough B.—MARRIED MEN: Service allowances supplemented to ensure that wife receives £1 14s. for herself and 8s. for each child not over school age; SINGLE MEN: No payment except in special cases.

HEADQUARTERS ANNOUNCEMENTS

The following circulars have been sent to branches since February 22:

12/GEN/40 (to branch secretaries)—giving general information on exemption from military service; commissions in the army (reserved occupations); service through the central register; "war service" for superannuation purposes; Military Service (Special Allowances) Advisory Committee; schedule of reserved occupations—age and date of registration; Local Government (War Service) Act. 1939; temporary officers and "The A.B.C. of Local Government"; women's committees; NALGO examinations, May, 1940; adoption by local authorities of cost-of-living bonus award; holiday centres reunion; and NALGO correspondence chess competition.

Reference was also made to the need for an exact record of members serving in the Forces, and the setting up of special war service committees to help the dependants of such members, and to offer hospitality to NALGO members serving in local training camps. A reminder was given that supplies of NALGO menu cards and of "Ethics for the Officer" were still obtainable.

13/LOG/40 (to branch secretaries and Logomia local correspondents)—giving information with regard to life premiums of men serving with the Forces, and asking for prompt payment of premiums. Also giving details in connection with new business and claims for introduction and collection fees.

14/N.P.S/40—giving particulars of the funeral benefit for children scheme.

APPROVED AND PROVIDENT SOCIETIES

Record Influx of Claims

The recent and continuing epidemics of influenza, "throats," German measles, and the like have imposed an unprecedented strain on the Nalgo Approved and Provident Societies, which are coping with the greatest influx of claims they have ever known. Despite extra help, work till 11 p.m. every night, and all through the week-end, the staff have been unable to meet every claim with the customary despatch. Members are assured that their claims will be dealt with as speedily as possible, and in the meantime are asked to treat any unavoidable delays with forbearance.

COST OF LIVING

The Ministry of Labour cost of living index figures for each of the past six months, showing the increase in the cost of living of a "typical working-class family" since July, 1914 (taken as 100) are:

October	165	January	174
November	169	February	177
December	173	March	179

The actual percentage increases in the cost of living since September 1, 1939 (when the index figure was 155) are therefore:

October	6.5	January	12.3
November	9.0	February	14.2
December	11.6	March	15.5

NALGO TRADING SCHEME

Members are reminded that the trading scheme is continuing to function, notwithstanding the war, to their financial advantage. Inquiries for goods which can be purchased should be sent to the General Secretary, Special Activities Dept., NALGO, Croyde, Braunton, Devon.

IMPORTANT DATE

April 30—Second quarterly return of alterations in register of membership to be received at Headquarters.

INCOME TAX OF MEN WITH THE FORCES

SIR JOHN SIMON, Chancellor of the Exchequer, asked in the House of Commons on February 29 what was the basis of liability to income tax of an employee for the year in which he joined H.M. Forces, replied:

"In general, the ordinary full-time employee would be regarded as ceasing his civil employment on joining the Forces, and his liability to income tax for the year of enlistment or mobilisation in respect of pay from his civil employer would then be based on his actual pay for that year, including any pay received from the civil employer during service with the Forces. Where a case is so dealt with, it is not proposed to take any steps to apply the special provision contained in Sub-section (5) of Section 45 of the Finance Act, 1927, under which in certain circumstances an additional assessment may be raised for the year preceding the year in which a cessation of employment takes place. The liability in respect of pay from the Forces would also be based on the actual pay for the year except in cases where pay had been received in respect of service with the Auxiliary Forces which was of sufficient length to bring the preceding year basis into operation.

"There will be cases, however, especially where pay is received from the civil employer during service with the Forces, in which it would be more advantageous to an employee whose assessments in respect of civil pay have been on a preceding year basis, to have that basis continued instead of changing to the actual year basis. In such cases no objection will be offered to assessment on the footing that the pay from the civil employer and from the Forces arise from continuous employment so that the preceding year basis will not be disturbed, and the inclusive liability for the year of enlistment or mobilisation will then be on the amount of the earnings for the preceding year."

FOR HOUSEHUNTERS

(offered through the Nalgo Building Society)

KENTON (Middx.). — Neutral area. Modern, semi-det., freehold, 2 recep., 3 bed., kitchen, scullery, bath, sep. w.c. Large well-laid-out garden, garage, near L.M.S. (Kenton) and Met. (Northwick Park) stations. £995 or near offer. —65, Kenton Road, Kenton, Middx.

ROMFORD (Essex).—Semi-det., 2 recep., 3 bed., scullery and all mod. conv. Good gdn. Rm. for garage. 13 miles London. Very convenient. Bargain price £525.—33, Rainham Road.

Established 1923

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LINOLEUM . . BEDDING

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33⅓% Discount allowed to Public Officials off marked prices

PAIGNTON.—Hotel Atherfield, Cleveland Rd. Goodrington. First Class Accommodation and Cuisine. H. & C. Bedrooms.—**Mrs. P. Rey.**

PAIGNTON.—"Penvorder," Garfield Road. Board residence. Minute sea.—**Mrs. Byfield.** Phone : 57287.

PAIGNTON.—"South Sands," Alta Vista Road. Adjoining the new Cliff Walk and Esplanade. H. & C. in all bedrooms. Parking and garage. Terms from 2 gns.—**Mrs. Osborn.** Phone : 57231.

SANDOWN, I.O.W.—"Broadhurst" 35, Broadway. Homely Board-residence, terms £2-10-0, or bed and breakfast, high tea 35/- per week. Nr. Sea and Station.—**A. M. White.**

SHANKLIN.—"Hazel Dell" Guest House. Sup. bd.-res. Central. 3 min. sea, shops. Good food. Bedrooms (H. & C.). Moderate terms.—**Mrs. Elliott.**

SHANKLIN, Isle of Wight.—The Keats Green Hotel. Facing sea on Keats Green. High class board-residence. H. & C. all bedrooms. Moderate terms, well recommended R.A.C. and A.A.—**Mr. and Miss Shortt,** Prop. Telegrams-phone : 2164 Shaklin.

SHANKLIN.—"The Glen," Avenue Road. Board-residence. Few min. sea. Good food. 2-3 gns.—**Spanner.**

TORQUAY.—Astwell Hall Hotel. 200 feet, sea frontage with finest view of Torbay. H. & C. in all bedrooms. Central heating. "Vita" Sun Lounge. Dancing. Bathing from hotel. Garages. **Special terms to Nalgoites.**—Res, Prop., **W. Riley,** Ex-Nalgoite, Scarborough Branch. Phone : 2698.

TORQUAY (Babbacombe).—"Chalet Rose" Hotel, adjoining Sea front. Few yards cliff lift to Beaches. Bathing from house. Boating, fishing. Central Amusements. H. & C. Bedrooms. Excellent cuisine from 2½ gns. or B. & B.—Phone : 87935.

NETHWAY PRIVATE HOTEL
FALKLAND ROAD **TORQUAY**
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Ideal Situation. Full Sea View. Within easy walk of Sea Front, Bathing, etc.
Hot and Cold Water in every Bedroom
TERMS 2½ Gns. TO 3½ Gns.
Please write for tariff brochure
MR. & MRS. WILLIAMS
(Son a "NALGOITE"—Torquay Branch)

WORTHING.—"Runnemede," 175, Brighton Road. Facing sea ; open all year ; every convenience ; Boarding or Apartments ; electric light. Terms from 2 gns.—**E. G. Smith.** Phone : Worthing 2027.

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LOCAL GOVERNMENT ADMINISTRATION EXAMINATIONS

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THE "ELASTIC POUND"

HERE we show a few examples of the Winegarten range of products. But you may obtain a much fuller idea of Winegarten value either by paying us a visit or by writing for our Catalogues—and remember, although these prices are most competitive, especially in these days of rising costs, Winegartens still allow *bona-fide* Public Officials 20% Cash Discount. In effect, your Pound is worth 25/- at Winegartens.

Lustrous Diamonds

18 ct. Platinum Set.

"Solitaire" with Baguette Diamond sides ... £16 15 0
Others from 250/-

"Solitaire" with Diamond sides £20 0 0
Others from 55/-

Square-cut Diamond with Baguette "step" sides ... £27 10 0
Similar styles from ... £15 0 0

Two Diamonds "Cross" with set sides ... £10 10 0
Others from 84/-

"Solitaire" with Diamond-set sides ... £12 10 0
Others from 81/-

"Cluster" style claw-set £12 12 0
Other Clusters from ... 50/-

Three Diamonds, square centre £15 0 0
Others from 75/-

Free Insurance

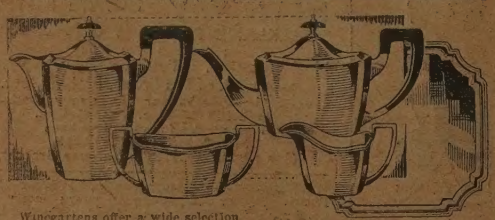
given with all Rings from £5 and over. Full cover against Loss, Theft and Damage.

"Solitaire" claw-set £17 17 0
Others from 50/-

"Solitaire" with "step" Diamond sides £16 16 0
Others from 105/-

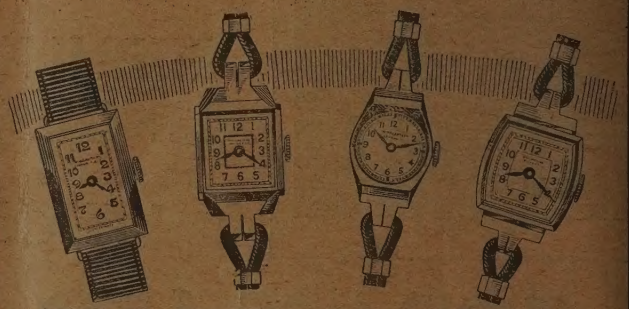
Three Diamonds "Cross-Over" style £15 0 0
Others from 63/-

Three Diamonds Claw-set £10 10 0
Others from 50/-



Winegartens offer a wide selection of Tea Services in Sterling Silver and Silver Plate. Prices from £2 2 6 for Three-Piece Services in Silver Plate, comprising Tea Pot, Sugar Basin and Cream Jug.

Salvers and Tea Trays in Sterling Silver and Silver Plate.
Salvers from 27/6
Trays from 18/6



Serviceable rectangular wrist-watch. Jewelled action. Lever movement. 9 ct. Gold £3 12 6

Very smart facet-lapped watch. High grade lever movement 9 ct. Gold £5 5 0

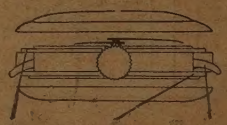
An engaging wristlet model 9 ct. £4 4 0
Chrome £3 3 0

Latest in tonneau style. With extended dial. 9ct. Gold £4 10 0

£3 15 0
Luminous or Plain Dial

SPECIAL MODEL FOR MEN IN THE SERVICES.—Designed to withstand most rigorous usage.

A. B. C.



A. B. C.

A. Protective Double Flange.
B. Lower Insulating Flange.
C. Flush Sunk Horn Lugs.
Stainless-steel three-piece case. Damp-resisting features and protective winder collar.

Specifications of Movement, see adjoining illustration.

A. Non-magnetic compensating balance wheel.

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